

**SECRET**

# Official Personnel Folder

**SECRET**



68 APR ENID

PICCOLI JOSEPH S  
68-46-1516

QUALIFICATIONS

SECRET OP/IRB

2 2 654 1980

REQUEST FOR PERSONNEL ACTION									
1. NAME (LAST FIRST MIDDLE)		2. NAME TYPE		3. DATE PREPARED (MO DA YR)		4. DATE OF BIRTH (MO DA YR)		5. CITIZEN	
265441914		PICCLOU JOSEPH S		T		12-08-35		M U	
7. RETIREMENT		8. SERV. COMP. DATE (MO DA YR)		9. LONG. COMP. DATE (MO DA YR)		10. DATE OF GRADE (MO DA YR)		11. LST. DATE (MO DA YR)	
1. CSC 4. DENT CODE		12-27-54		12-24-57		02-04-73		01-28-79	
2. TICA 5. DENTUS									
3. TS 6. DENT									
12. NATURE OF PERSONNEL ACTION		13. EFFECTIVE DATE (MO DA YR)		14. AFFILIATION		15. VETERAN'S PREFERENCE		16. ANNUITY STATUS (YR)	
PROMOTION		050480		STAFF EMPLOYEE-CAREER				0	
17. ORGANIZATIONAL DESIGNATIONS (FROM)				17. ORGANIZATIONAL DESIGNATIONS (TO)					
CDC /CIS OPERATIONS GROUP SPECIAL OPERATIONS BRANCH				DDO/IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION					
18. LOCATION OF OFFICIAL STATION				18. LOCATION OF OFFICIAL STATION				19. HQ 20. PDS NO.	
WASHINGTON, D.C.				1. GK067				CROSS	
21. EMPLOYEE OCCUPATIONAL TITLE				21. EMPLOYEE OCCUPATIONAL TITLE				22. SUFFIX 23. SERVICE DESIG	
OPERATIONS OFFICER				DAC				CROSS	
24. SCHEDULE 25. OCC SERIES 26. GRADE 27. STEP				24. SCHEDULE 25. OCC SERIES 26. GRADE 27. STEP				28. SALARY & PAY BASIS 29. HOURS	
GS 0136.01 13 7				35249 PA 80				14 4 38184 PA	
30. TOUR 31. PROJECT NO 32. FLCA 33. NSCA 34. SCC				30. TOUR 31. PROJECT NO 32. FLCA 33. NSCA 34. SCC				35. DEVELOPMENT COMPLEMENT	
F 270172 E P				CROSS				CODE NTE (MO DA YR)	
36. POSITION OCCUPATIONAL TITLE				36. POSITION OCCUPATIONAL TITLE				37. PERSONAL RANK ASSIGNMENT	
OPERATIONS OFFICER				OPERATIONS OFFICER				CODE NTE (MO DA YR)	
38. POSITION DATA				38. POSITION DATA				39. EMPLOYEE OVERSEER	
SCHEDULE GRADE 40. SUFFIX 41. SCC				SCHEDULE GRADE 40. SUFFIX 41. SCC				CROSS	
GS 14 G P				GS 14 G P				CROSS	
41. REMARKS									
REASSIGNMENT - CHANGE OF HOME BASE ACTION RECENTLY PROCESSED - EFF DATE: 4/15/80									
CONCUR: LINDA L. CROWLEY (TELECORD) IAD/PER 4/11/80									
136165-1									
42. AFFIL 43. ORGANIZATIONAL CODES				44. STATION CODE					
ALPHA NUMERIC				45. ACTION NTE (MO DA YR)					
46. DATA 47. VARIABLE DATA 48. OVERVIEW CODES				49. REMARKS CODES					
50. SPEC REF 51. POSITION CONTROL CERTIFICATION				52. SIGNATURE OF REQUESTING OFFICER					
1 2 NAME DATE				THOMAS J. MAGEE, C/CI/SP 11 Apr 80					
				53. SIGNATURE OF CAREER SERVICE APPROVING OFFICER					
				CM/13 Charles J. Rakowsky 11 Apr 80					
				54. SIGNATURE OF OFFICE OF PERSONNEL OFFICER					
				Linda Robinson 4/29/80					

SECRET

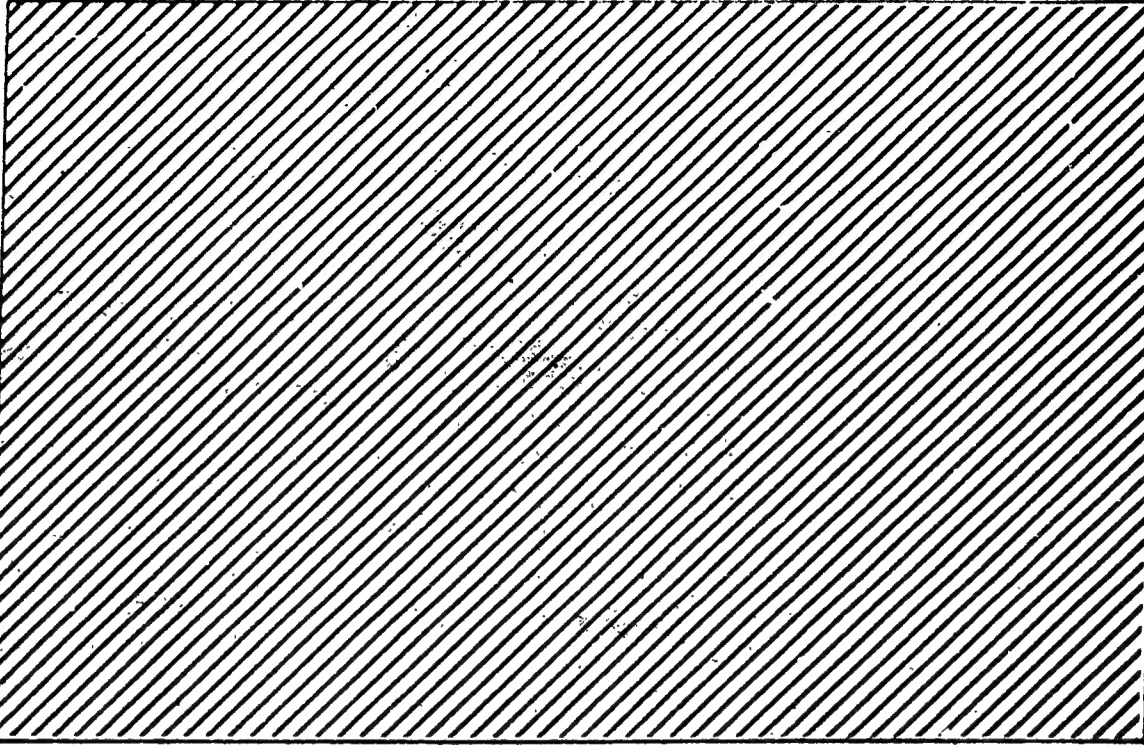
UP/TRB

16 APR 1980

A. 31  
4-16-80

REQUEST FOR PERSONNEL ACTION										DATE PREPARED MO DA YR 040480		CONTROL NO 201	
1 NAME (LAST, FIRST, MIDDLE) <b>PICCOLO JOSEPH S</b>		2 NAME TYPE <b>T</b>		3 DATE OF BIRTH MO DA YR <b>12-08-35</b>		4 SEX <b>M</b>		5 CITIZEN <b>U</b>		6 ANNUITY STATUS USA		7 VETERAN'S PREFERENCE 0 NONE 3 10 PT COMP 4 10 PT OTHER 5 10 PT DISAB	
8 SERA COMP DATE MO DA YR <b>12-27-54</b>		9 LONG COMP DATE MO DA YR <b>12-24-57</b>		10 DATE OF GRADE MO DA YR <b>02-04-73</b>		11 RET DATE MO DA YR <b>01-28-79</b>		12 VETERAN'S PREFERENCE		13 ANNUITY STATUS USA		14 NATURE OF PERSONNEL ACTION	
15 EFFECTIVE DATE MO DA YR <b>041580</b>										16 AFFILIATION <b>STAFF EMPLOYEE-CAREER</b>			
17 ORGANIZATIONAL DESIGNATIONS FROM <b>CDC /CIS OPERATIONS GROUP SPECIAL OPERATIONS BRANCH</b>										18 ORGANIZATIONAL DESIGNATIONS TO <b>DDO/IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION</b>			
19 LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>				20 POS NO <b>1 CR067</b>				21 LOCATION OF OFFICIAL STATION <b>CT089</b>					
22 EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>				23 SUFFIX <b>DA</b>				24 EMPLOYEE OCCUPATIONAL TITLE <b>DWC</b>					
25 SCHEDULE <b>GS</b>				26 OCC SERIES <b>CLJ6.01</b>				27 GRADE <b>13</b>					
28 STEP <b>7</b>				29 SALARY & PAY BASIS <b>35249 PA</b>				30 HOURS <b>80</b>					
31 TOUR <b>F</b>				32 PROJECT NO. <b>270172</b>				33 NGA <b>E</b>					
34 NGA <b>P</b>				35 DEVELOPMENT COMPLEMENT CODE <b>P</b>				36 NTE (MO DA YR)					
37 POSITION OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>				38 PERSONAL RANK ASSIGNMENT CODE <b>OPS OFF</b>				39 NTE (MO DA YR)					
40 POSITION DATA SCHEDULE GRADE <b>GS 14</b>				41 SUFFIX <b>C</b>				42 SCC <b>P</b>					
43 DETAIL ORGANIZATION				44 POSITION DATA SCHEDULE GRADE <b>GS 14</b>				45 SUFFIX <b>D</b>					
46 SCC <b>-</b>				47 EMPLOYEE OVERLAP \$54 <b>024-30-9618</b>				48					
49 REMARKS <b>CONCUR: Thomas Magee (Telecord) CIS Pers</b>													
50 I Agree To Change My Home Base from A (CIS) to W (IAD).													
51 CONCURRENCE <b>Concur: [Signature] 11/6/80</b>													
52 CONCURRENCE <b>Concur: [Signature] 7 Apr 80</b>													
53 CONCURRENCE <b>Concur: [Signature] 7 Apr 80</b>													
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99 CONCURRENCE <b>Concur: [Signature] 7 Apr 80</b>													
100 CONCURRENCE <b>Concur: [Signature] 7 Apr 80</b>													

## ADMINISTRATIVE - INTERNAL USE ONLY

		
NAME OF EMPLOYEE (Last-First-Middle) PICCOLO, Joseph S., Jr.	NAME AND RELATIONSHIP OF DEPENDENT self	CLAIM NUMBER 79-0126
<p>There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>10/5/78</u>.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>		
DATE OF NOTICE 17 Nov 1978	SIGNATURE OF BSI REPRESENTATIVE Ernest L. Hardt	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				25 Nov 1977	
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.			
3 NATURE OF PERSONNEL ACTION REASSIGNMENT - CHANGE OF FUNCTIONAL CATEGORY			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 11 07 77		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V C TO V		7 PAY AND ASSA 8027 0172 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH			10 LOCATION OF OFFICIAL STATION WASH., D.C.		
11 POSITION TITLE OPERATIONS OFFICER			12 POSITION NUMBER GK67		13 CAREER SERVICE DESIGNATION DAS
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 13 5	
17 SALARY OR RATE \$ 29,490					
18 REMARKS I CONCUR IN THE CHANGE OF MY CATEGORY FROM B/OG TO B/OS. <i>Joseph S. Piccolo</i> <i>27 Nov 77</i> <i>date</i> <i>already filled</i> <i>12/2/77</i> <i>12/2/77</i>					
18A SIGNATURE OF REQUESTING OFFICIAL <i>Henry E. Walton</i> Henry E. Walton, C/PCS/CSS/Pers			DATE SIGNED 12/2/77		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>12/1/77</i> CM 13 <i>William H. Williams</i>
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 31400 C15	22 STATION CODE 25013	23 INTEGRATE CODE	24 HOURS CODE 1
25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR	28 DATE OF LEI MO DA YR		
29 NTE EXPIRES MO DA YR	30 SPECIAL REFERENCE 1-100 2-100 3-100	31 RETIREMENT DATA CODE	32 SEPARATION DATA CODE	33 CORRECTION CANCELLATION DATA TYPE MO DA YR	34 SECURITY REQ NO
35 VET PREFERENCE CODE 0-NONE 1-1 M 2-10 P	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1-YES 2-NO	39 HEALTH INSURANCE CODE 1-YES 2-NO	40 SOCIAL SECURITY NO
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-100 2-100 3-100		42 LEAVE CAT CODE	43 FEDERAL TAX DATA CODE 1-YES 2-NO	44 STATE TAX DATA CODE 1-YES 2-NO	45 POSITION CONTROL CERTIFICATION 12-2-77 AEO
46 OP APPROVAL <i>12/1/77</i>			47 DATE APPROVED		

FORM 1152 USE PREVIOUS EDITION

SECRET

E2, IMPDET CL BY: 007

12 JUN 1978

Dear Joseph,

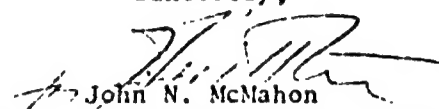
Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of 560 clerical careerists -- a task further complicated by this being only the second year it has been undertaken. Your deliberations were vital to the Directorate's determination to bring to this group of valuable employees the advantages of the merit system.

Full-time service with the Evaluation Boards represents a major contribution to the Directorate's program of personnel assessment and management. Not only were your promotion recommendations valued, but recommendations for career development and training were also extremely helpful.

I believe that your service on the Board broadened and sharpened your own focus on personnel aspects of Agency management. Too, I think that the time spent in this endeavor could only have made you better aware of our need for complete, careful and candidly written appraisals of our employees.

Sincerely,

  
John N. McMahon  
Deputy Director for Operations

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28 APR 1979

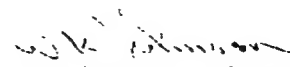
MEMORANDUM FOR: Chief, CI Staff

SUBJECT : Recommendations by the GS-13 FY 78 Evaluation Board Regarding PDP

Having carefully reviewed all personnel files of GS-13 personnel, the FY 78 DO Personnel Evaluation Board recommended that the following officer be identified in his division's Personnel Development Plan (PDP). This individual was selected because of his relatively high potential, in the estimation of the Evaluation Board, for growth to positions of leadership within the Agency.

Category BOS

Joseph Piccolo

  
Woodson K. Johnson  
Vice Chairman, CMS/13

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11 APR 1973

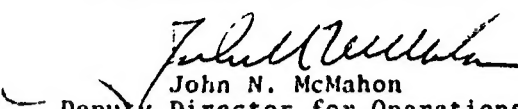
MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This recognition of superior sustained performance reflects great credit on you and the job you have been doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

  
John N. McMahon  
Deputy Director for Operations

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E2 IMPDET  
CL BY 059687

CONFIDENTIAL

23 February 1978

MEMORANDUM FOR: Director of Personnel

FROM : Wesley L. Laybourne  
A/Chairman, DO Personnel Evaluation Boards

VIA : Chief, Career Management Staff

SUBJECT : Recommendation for Quality Step Increase  
for Joseph S. Piccolo (CI)

1. Mr. Piccolo joined the Agency in 1957 and since then has served 12 years as a field case officer in Mexico, Nicaragua and Brazil as well as tours at Headquarters in LA Division and currently on the CI Staff. He was promoted to GS-13 on 4 February 1973.

2. Mr. Piccolo has performed in a strong to outstanding manner during the past year as described in his fitness report covering the period October 1976 to September 1977. He was engaged during this period in a number of CI projects, including "a sensitive, multi-level project which has resulted in a neutralization of some Soviet espionage activity abroad." He also was called upon to support CI activities requiring extensive travel abroad in support of joint Agency and FBI objectives and "he executed these assignments with a singular degree of professionalism." He recently also organized and ran in Spanish a CI course for foreign liaison and the Station involved described the effort "as an outstanding contribution." During the previous fitness report period he participated in two CI surveys in Africa and Latin America and because of this experience he was recently named to head another CI survey to take place in Latin America in the future.

3. It is the view of the Fiscal Year 1978 GS-13 DO Personnel Evaluation Board that Mr. Piccolo has performed in a sustained high manner which exceeds the normal requirements of his position and that this sustained high performance promises to continue. He is, therefore, recommended for a Quality Step Increase.



Wesley L. Laybourne

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SUBJECT: Recommendation for Quality Step Increase  
for Joseph S. Piccolo (CI)

CONCUR:

D. Hughes Tovar 2/10/83  
Chief, CI Staff Date

APPROVED:

Don D. [illegible] 2/10/83  
Director of Personnel Date

2.

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MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category ~~B/OS~~ for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:
  - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OS performance is not strengthened by reclassifying it as B/OS.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

*Joseph S. Piccolo*  
Signature of Addressee

*20 Nov 77*  
Date

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SECRET

9 NOV 1977

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIALIZED NUMBER 025658		2. NAME (Last-First-Middle) PICCOLI, JOSEPH S.		2 NOVEMBER 1977	
3. NATURE OF PERSONNEL ACTION PLACEMENT			4. EFFECTIVE DATE REQUESTED 11 01 77		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDING V TO V CF TO V			7. PAY AND BENEFITS 8027 0172 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH			10. LOCATION OF OFFICIAL STATION WASH., D.C.		
11. POSITION TITLE OPERATIONS OFFICER (14)			12. POSITION NUMBER GK6		13. CAREER SERVICE DESIGNATION DAC
14. CLASSIFICATION SCHEDULE (GS, F, R, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5	
17. SALARY OR RATE \$ 29,490					
18. REMARKS					
19a. SIGNATURE OF REQUESTING OFFICIAL Henry E. Walton, C/PCS/CSS/Ters			19b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER 11/2/77		DATE SIGNED 11/7/77
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37 10	20. EMPLOY CODE 31400	21. OFFICE CODING ALPHABETIC CIS	22. STATION CODE 75013	23. DUTIES CODE 11205135	24. DATE OF BIRTH 11 12 1951
25. DATE OF GRADE 11 12 1951	26. DATE OF LEI 11 12 1951	27. SECURITY 11 12 1951	28. SEX 11 12 1951	EOD DATA	
29. SPECIAL REFERENCE 1-100 2-100 3-100	30. RETIREMENT DATA 1-100 2-100 3-100	31. SCHEDULE DATA 1-100 2-100 3-100	32. CONNECTION LIMITATION DATA 1-100 2-100 3-100	33. HEALTH INSURANCE 1-100 2-100 3-100	34. SOCIAL SECURITY NO.
35. PREVIOUS CIVILIAN GOVERNMENT SERVICE 1-100 2-100 3-100	36. LEAVE DATA 1-100 2-100 3-100	37. STATE TAX DATA 1-100 2-100 3-100	38. STATE TAX DATA 1-100 2-100 3-100	39. STATE TAX DATA 1-100 2-100 3-100	40. STATE TAX DATA 1-100 2-100 3-100
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 1-100 2-100 3-100			42. LEAVE DATA 1-100 2-100 3-100		
43. STATE TAX DATA 1-100 2-100 3-100			44. STATE TAX DATA 1-100 2-100 3-100		
45. PERSONNEL CONTROL CERTIFICATION 11/2/77 AER 10 NOV 1977					DATE APPROVED 11/8/77

FORM 1152 USE PREVIOUS EDITION

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E2, IMPDET CL. BY 007622



Mexico City October 1977

IN424833

MEXI 42342

MEMORANDUM FOR THE RECORD:

Liaison officials join station in extending appreciation to Joseph Piccolo for his outstanding contribution to the current task of moulding the KDSLEUTHS into an effective counterintelligence organization.

Their high degree of enthusiasm was matched only by the professional way in which they prepared their instruction material, the ingenuity of their delivery, and above all the high impact that they had on the students and their superiors.

Wish to complement the above two colleagues for a job well done and for having upheld in their own respective fields the high standards and prestige of the Agency in our eyes and in those of our liaison counterparts.

Request that a copy of this cable be placed in their respective personnel files.

CONFIDENTIAL

27 October 1977

MEMORANDUM FOR: Career Management Staff

SUBJECT : Request for Change of Career Designation  
to B/OS-Operational Specialist from B/OG-  
Operational Generalist

1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.

2. In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused by State Department objections to my assignment because of publicity accorded me by Philip Agee and Counterspy Magazine.

3. The following is a career summary noting Operational Specialist related activities only:

January 1976 - Present	CI Staff
August 1973 - August 1975	Liaison Officer, Managua Station, (Spanish language)
August 1972-June 1973	Liaison Officer, Rio de Janeiro Base, for a Special Project (Portuguese language)
February 1969-December 1969	Liaison Officer, Headquarters, Latin America Division/Cuban Operations (British [MI-6] & U.S. Navy)
April 1968-January 1969	Liaison Officer, Managua Station, (Spanish language)
August 1962-August 1965	Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force exploiting two intelligence service defectors (Spanish language)

1: INPDL  
BY 025758

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4. Based on the above history and more recent activities since joining the CI Staff, I believe my career development and potential will be better realized as an Operational Specialist.

*Joseph S. Piccolo Jr.*  
Joseph S. Piccolo Jr.

*ENCLOSURE: Richard J. Sullivan*  
*CH-13*

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CABLE NO. 25 PER TOTAL COPIES 241 RUN BY Joseph Piccolo

PERSONNEL NOTIFIED SECRET

REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED

STAFF

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2	5
3	6

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SECRET 272322 OCT 77 STAFF  
CITE MEXICO CITY 42342 (BENG ACTING)  
TO: DIRECTOR,  
KNINTEL KDSLEUTH SGC HART ADMIN RECORDS

1. LIAISON OFFICIALS JOIN STATION IN EXTENDING APPRECIATION TO [REDACTED] AND [REDACTED] FOR THEIR OUTSTANDING CONTRIBUTION TO THE CURRENT TASK OF MOULDING THE KDSLEUTHS INTO AN EFFICIENT AND EFFECTIVE COUNTERINTELLIGENCE ORGANIZATION.
2. THEIR HIGH DEGREE OF ENTHUSIASM WAS MATCHED ONLY BY THE PROFESSIONAL WAY IN WHICH THEY PREPARED THEIR INSTRUCTION MATERIAL, THE INGENUITY OF THEIR DELIVERY, AND ABOVE ALL THE HIGH IMPACT THAT THEY HAD ON THE STUDENTS AND THEIR SUPERIORS.
3. WISH TO COMPLEMENT THE ABOVE TWO COLLEAGUES FOR A JOB WELL DONE AND FOR HAVING UPHELD IN THEIR OWN RESPECTIVE FIELDS THE HIGH STANDARDS AND PRESTIGE OF THE AGENCY IN OUR EYES AND IN THOSE OF OUR LIAISON COUNTERPARTS.
4. REQUEST THAT A COPY OF THIS CABLE BE PLACED IN THEIR RESPECTIVE PERSONNEL FILES.
5. FILE: 50-6-180/2, EIA: 100DET.

SECRET

SECRET  
(When Filled In)

08 JUL 1977

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1 SERIAL NUMBER 025658						2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT-CHANGE OF HOME BASE				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 19 77		5 CATEGORY OF EMPLOYMENT REGULAR ✓	
6 FUNDS V TO V C TO V X C TO C				7 PAY AND BENEFITS 7227 0172 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DIO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH				10 LOCATION OF OFFICIAL STATION WASHINGTON, D. C.			
11 POSITION TITLE OPERATIONS OFFICER				12 POSITION NUMBER EP03 ✓		13 CAREER SERVICE DESIGNATION DAC ✓	
14 CLASSIFICATION SCHEDULE (GS, LB, PW)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE	
GS		0136.01		13 5		\$27,548	
18 REMARKS I CONCUR IN THE CHANGE OF MY HOME BASE TO CI STAFF. <i>Joseph S. Piccolo</i> Joseph S. Piccolo 24 JUN 1977 Date CONCUR: John Halpin (telecord) LVPERS 24 June 1977 Date <i>John Halpin</i> 27-06-77							
18A SIGNATURE OF REQUESTING OFFICIAL <i>Alfred T. Monroe</i> Alfred T. Monroe, C/PCS/CSS/Pers				DATE SIGNED 24 June 1977		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>John Halpin</i> John Halpin	
DATE SIGNED 7-5-77		SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 31460 C15	22 STATION CODE 75013	23 INTEGRATE CODE	24 MOBILE CODE 1	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR
27 DATE OF LST MO DA YR	28 SECURITY REG NO	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-YES 2-OTHER 3-NO	31 SEPARATION DATA CODE	32 CORRECTION/CAPELLATION DATA TYPE MO DA YR	33 SECURITY REG NO	34 SEX
35 VET PREFERENCE CODE 8-CODE 1-5 PT 7-10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR RES PROV TEMP	39 HEALTH STATUS CODE 8-HEALTHY 1-DEB 2-DEB-OUT 3-UNRELIABLE	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 8-NO PREVIOUS SERVICE 1-NO DREAM 10 SERVICE 2-DREAM 10 SERVICE (LESS THAN 3 YEARS) 3-DREAM 10 SERVICE (MORE THAN 3 YEARS)	
42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE MO TAX EXEMPTIONS	44 STATE TAX DATA FORM EXECUTED CODE MO TAX STATE CODE	45 POSITION CONTROL CERTIFICATION <i>Pua 7/6/77</i>				
46 D P APPROVAL <i>John Halpin</i>				DATE APPROVED 12 JUL 77			

FORM 1152 USE PREVIOUS EDITION  
8-72

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82 IMPDET CL BY 007622

☐ UNCLASSIFIED

☐ INTERNAL  
ONLY

☐ CONFIDENTIAL

☐ SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

DDO

EXTENSION

1414

NO

DATE 27 September 1976

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

C/CI

27 SEP 76

(12)

Thank you for sending me the Lima Station security review and the Station's response in HPLA-13576. Both are very well done and illustrate the usefulness of CI and Ops Security surveys.

2.

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C/CI/OC (FYI)  
MR. PICCOLO

C/CI/OC/AD  
+ STAFF

cc: ADDO  
DDO/REG

To 4:  
Please circulate

u

Comment made by the DDO on the 82 Survey of the Lima Station which was done by Messrs. Joseph Piccolo and Anthony Silebi.

FORM 1-62

610

USE PREVIOUS EDITIONS

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☐ INTERNAL  
USE ONLY

☐ UNCLASSIFIED

SECRET

(When Filled In)

## REQUEST FOR PERSONNEL ACTION

DATE PREPARED

7 JULY 1976

1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 18 76	
5 CATEGORY OF EMPLOYMENT REGULAR		6 FAN AND NCA 0227-0172 0000	
7 FUND XX		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATION DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER (14)		12 POSITION NUMBER EP93	
13 CAREER SERVICE DESIGNATION DQG		14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 13 4	
17 SALARY OR RATE \$ 25,198		18 REMARKS FROM LA DIVISION. VICE: ANTHONY A. SLEBO  CONCUR: HENRY L. BERTHOLD (TELECOORD 07/07/76) C/LA/PERSONNEL	
19 SIGNATURE OF REQUESTING OFFICIAL M.D. MCCALLUM, C/CI/SG		DATE SIGNED 07/07/76	
20 SIGNATURE OF CAREER SERVICE APPROVING OFFICER C/CMG/13		DATE SIGNED 7 July 76	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
21 ACTION CODE PL	22 EMPLOY CODE 10	23 OFFICE CODING 314001C15	24 STATION CODE 75013
25 DATE OF BIRTH 12/08/55	26 DATE OF GRADE 12/08/55	27 DATE OF LSI	28 DATE OF LSI
29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA
33 VET PREFERENCE	34 SERV COMP DATE	35 LONG COMP DATE	36 CAREER CATEGORY
37 FEELT HEALTH INSURANCE	38 SOCIAL SECURITY NO	39 PREVIOUS CIVILIAN GOVERNMENT SERVICE	40 LEAVE CAT CODE
41 FEDERAL TAX DATA	42 STATE TAX DATA	43 POSITION CONTROL CERTIFICATION	44 APPROVAL
7-12-76		LA	

SECRET

SECRET  
When Filled In

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
025658 ✓										20 AUGUST 1975	
1 NAME (Last-First-Middle) PICCOLO, JOSEPH S. ✓											
2 NATURE OF PERSONNEL ACTION REASSIGNMENT					4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 31 75			3 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS V TO V C TO V X C TO C					7 PAY AND NSIC 6135-4534-0000			8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDO/LATIN AMERICA DIVISION CUBA OPERATIONS GROUP OPS BRANCH					10 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.						
11 POSITION TITLE OPERATIONS OFFICER (14)					12 POSITION NUMBER CQ65 ✓			13 CAREER SERVICE DESIGNATION DQG ✓			
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS ✓			15 OCCUPATIONAL SERIES 0136.01 ✓		16 GRADE AND STEP 13 4 ✓			17 SALARY OR RATE \$23,997 ✓			
18 REMARKS FROM: DDO/LA/Managua, Nicaragua											
19A SIGNATURE OF REQUESTING OFFICIAL H. L. BERTHOOLD, C/LA/PERS				DATE SIGNED 20 AUG 75		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Richard J. Schmitt DDO/LA/OPS-13				DATE SIGNED 22 August 75	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE 37110		20 EMPLOY CODE 31500		21 OFFICE CODING NUMERIC ALPHABETIC 31500 LA		22 STATION CODE 95013		23 INTEGRITY CODE		24 HOURS CODE 1	
25 DATE OF BIRTH 12-28-35		26 DATE OF GRADE MO DA YR		27 DATE OF LSI MO DA YR		28 DATE OF BIRTH MO DA YR		29 DATE OF GRADE MO DA YR		30 DATE OF LSI MO DA YR	
31 RET. EXPIRES MO DA YR		32 SPECIAL REFERENCE 1-PS 2-OPG 3-FIA 4-BOW		33 RETIREMENT DATA CODE		34 SEPARATION DATA CODE		35 CORRECTION CANCELLATION DATA TYPE MO DA YR		36 SECURITY REQ NO	
37 VET PREFERENCE CODE 0-None 1-5 YR 2-10 YR		38 SERV COMP DATE MO DA YR		39 LONG COMP DATE MO DA YR		40 CAREER CATEGORY CODE 1-BSA 2-PROV. TEMP		41 HEALTH INSURANCE CODE 1-YES 2-NO		42 SOCIAL SECURITY NO	
43 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO SERV IN SERVICE 2-BRIEF IN SERVICE (LESS THAN 3 YEARS) 3-BRIEF IN SERVICE (MORE THAN 3 YEARS)		44 LEAVE CAT CODE		45 FORM EXECUTED CODE 1-YES 2-NO		46 HEALTH INS. DATA CODE 1-YES 2-NO		47 STATE TAX DATA CODE 1-YES 2-NO		48 STATE TAX DATA CODE 1-YES 2-NO	
49 POSITION CONTROL CERTIFICATION OK 8/25/75						50 OF APPROVAL 3 SEP 75			DATE APPROVED		

FORM 1152 USE PREVIOUS EDITION

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E2, IMPDET CL. BY. 007422



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(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED	
1 SERIAL NUMBER					2 NAME (Last-First-Middle)	
025658					PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE REQUESTED		
CONVERSION FROM FSR STATUS				MONTH DAY YEAR 08 26 75		
5 CATEGORY OF EMPLOYMENT				REGULAR		
6 FUNDS				7. FAN AND NSCA		
V TO V				6135-1049-0000		
CF TO V				LEGAL AUTHORITY (Completed by Office of Personnel)		
X CF TO CF						
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION		
DDO/LATIN AMERICA DIVISION FOREIGN FIELD MANAGUA, NICARAGUA STATION				MANAGUA, NICARAGUA		
11 POSITION TITLE				12 POSITION NUMBER		
OPS OPERATIONS OFFICER				CR49		
13 CLASSIFICATION SCHEDULE (G.S. I.B. etc.)				14 GRADE AND STEP		
GS				13 4		
15 OCCUPATIONAL SERIES				17 SALARY OR RATE		
0136.01				\$23,997		
18 REMARKS						
WANT SAME						
18A SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
I. I. BERTHOLD, C/LA/PERS			12 AUG 75		12/8/75	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING	22 STATION CODE	23 INTEGRITY CODE	24 ROUTES CODE	
58	10	5160	50073	3	12 08 135	
25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEE	28 SECURITY REQ NO			
MO DA YR	MO DA YR	MO DA YR	29 SEX			
30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	33 SECURITY REQ NO			
MO DA YR	MO DA YR	MO DA YR	34 SEX			
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG CODE DATE	38 CAREER CATEGORY	39 HEALTH INSURANCE	40 SOCIAL SECURITY NO	
CODE	MO DA YR	MO DA YR	CODE	CODE	CODE	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA			
CODE	CODE	CODE	CODE			
45 POSITION CONTROL CERTIFICATION	46 OP APPROVAL		DATE APPROVED			
OK 8/18/75	Cecilia C. Cardenas		8/18/75			

FORM 1152 USE PREVIOUS EDITION

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E-2, IMPDET CL BY: 007622

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(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 8/7/74	
1. SERIAL NUMBER 025658 ✓		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S /									
3. NATURE OF PERSONNEL ACTION CHANGE OF NSCA					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 19 74		5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS ▶		V TO V		V TO CP		7. PAY AND NSCA 5135 1049 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
CP TO V		X		CP TO CP							
9. ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION					10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA						
11. POSITION TITLE ASST ATTACHE POL OFF OPS OFFICER <del>DDO</del> 13					12. POSITION NUMBER 0396		13. CAREER SERVICE DESIGNATION DQG				
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) FSR GS			15. OCCUPATIONAL SERIES 0136, 01		16. GRADE AND STEP 5 4 13 3		17. SALARY OR RATE 18479 ✓ 22055 ✓				
18. REMARKS  * Managua, Nicaragua											
18A. SIGNATURE OF REQUESTING OFFICIAL Henry L Berthold WH PER				DATE SIGNED 7 Aug 74		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER J. K. S. S.				DATE SIGNED 8/9/74	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37 10		20. EMPLOY CODE 51660		21. OFFICE CODING NUMERIC ALPHABETIC WH 52013		22. STATION CODE 5		23. INTEGREE CODE 3		24. HODIP CODE 3	
25. DATE OF BIRTH MO DA YR 12 08 55		26. DATE OF GRADE MO DA YR		27. DATE OF LSI MO DA YR		28. DATE OF BIRTH MO DA YR		29. DATE OF GRADE MO DA YR		30. DATE OF LSI MO DA YR	
31. NTE EXPIRES MO DA YR		32. SPECIAL REFERENCE		33. RETIREMENT DATA - CIV - DGR - LIA - NONE		34. SEPARATION DATA CODE		35. CORRECTION/CANCELLATION DATA TYPE MO DA YR		36. SECURITY P'Y NO	
37. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		38. SERV COMP DATE MO DA YR		39. LONG COMP DATE MO DA YR		40. CAREER CATEGORY CAR/BSY PROV/TEMP		41. FEGLI, HEALTH INSURANCE CODE CODE 0-NAIVE 1-YES 2-NO		42. SOCIAL SECURITY NO	
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PREVIOUS SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		44. LEAVE CRT CODE		45. FORM EXECUTED CODE 1-YES 2-NO		46. FEDERAL TAX DATA CODE NO TAX EXEMPTIONS		47. STATE TAX DATA CODE NO TAX STATE EXEMPT CODE		48. DATE APPROVED 8/13/74	
49. POSITION CONTROL CERTIFICATION 3A 8/13/74						50. OP APPROVAL J. K. S. S.					

FORM 1192  
6-72

USE PREVIOUS EDITION

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CLASSIFIED BY 01-0332

EX-1  
APR 74

(4)

SECRET

Do Not Fill In

## REQUEST FOR PERSONNEL ACTION

DATE PREPARED

5 September 73

1 SERIAL NUMBER 0256028		2 NAME (Last-First-Middle) Piccolo, Joseph S	
3 NATURE OF PERSONNEL ACTION Reassignment		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 17 73	
5 CATEGORY OF EMPLOYMENT Regular		6 LEGAL AUTHORITY (Completed by Office of Personnel)	
7 FUNDS V TO V CF TO V X CF TO CF		7 PAN AND NSCA 4135-1049 0001	
9 ORGANIZATIONAL DESIGNATIONS DDO/WH Dio. Foreign Field Branch 2 Managua, Nicaragua <i>SPRINT</i>		10 LOCATION OF OFFICIAL STATION Managua, Nicaragua	
11 POSITION TITLE Asst Attache/Pol Off Ops Off/DCOS		12 POSITION NUMBER 0396	
13 CAREER SERVICE DESIGNATION D		14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	
15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 05 3 13 2	
17 SALARY OR RATE 17,075 20,357		18 REMARKS From: DDO/WH/FF/Br 5/ Rio de Janeiro * Ops Officer DCOS occupying Ops Officer position. C9037- Approved 259A attached Rio de Janeiro, Brazil	
19A SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/WH/Pers		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER H. J. LePera	
DATE SIGNED 5-17-73		DATE SIGNED 9-7-73	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51660 WH 52073	22 STATION CODE S
23 INTEGRITY CODE 3	24 HOURS CODE 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR
27 DATE OF LEI MO DA YR	28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE -ESC -OER -FILA -BONE	30 RETIREMENT DATA CODE
31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE MO DA YR	33 SECURITY REQ NO.	34 SEX
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36 SERV COMP DATE MO DA YR	37 LONG. COMP DATE MO DA YR	38 CAREER CATEGORY CAR/RESV PROV/TEMP
39 FEDERAL HEALTH INSURANCE CODE 0-NONE 1-YES 2-NO	40 SOCIAL SECURITY NO.	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO PREVIOUS SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE
43 FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO	44 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO	45 POSITION CONTROL CERTIFICATION 9-7-73	46 OP APPROVAL H. A. Estabach 14-1-73

FORM 1152  
8-72

USE PREVIOUS EDITION

SECRET

CLASSIFIED BY 01-0332

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APPRO

141

SECRET

DD, 73-2921

5 JUN 1973


MEMORANDUM FOR: Deputy Director for Operations

SUBJECT : Appointment of Mr. Joseph S. Piccolo,  
GS-13, as Deputy Chief of Station,  
Managua, Nicaragua

1. The appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, Managua, Nicaragua, effective on or about 15 September 1973 is recommended. Mr. Piccolo would be replacing Mr. Ralph G. Seehafer.

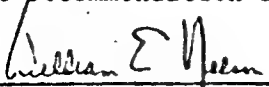
2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and Managua. He is currently serving in Rio de Janeiro as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.

3. A Biographic Profile, including information regarding his Agency employment and training, is attached.

  
James E. Flannery  
Acting Chief  
Western Hemisphere Division

Attachment:  
Biographic Profile (Part I and Part II)

The recommendation in Paragraph 1 is APPROVED:

  
Deputy Director for Operations

5 Jun 1973  
Date

E2, IMPDET  
061062

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SECRET

(If two filled in)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 30 January 1973	
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) Piccolo, Joseph S. ✓									
3 NATURE OF PERSONNEL ACTION Promotion						4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 04 73		5 CATEGORY OF EMPLOYMENT Regular			
6 FUNDS V TO V C TO V		V TO C C TO C		7 PAY AND INCA 3135-0694-0002		8 LEGAL AUTHORITY (Completed by Office of Personnel)					
9 ORGANIZATIONAL DESIGNATIONS DDP/WH Division Foreign Field Branch5-Brasilia, Brazil Station Rio de Janeiro, Brazil Base						10 LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil					
11 POSITION TITLE Attache Political Officer Ops Officer (13)						12 POSITION NUMBER 1865		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 05 3 13 2		17 SALARY OR RATE 17,075 ✓ 20,357 ✓					
18 REMARKS FROM: ESKIXXZ GS-12/5 * Rio de Janeiro, Brazil Home Base: WH											
18A SIGNATURE OF REQUESTING OFFICIAL Henry E. Berthold, C/WH/Pers.				DATE SIGNED 31/1/73		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER J. R. Neuma				DATE SIGNED 1/31/73	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51135 WH		22 STATION CODE 09037	23 INTEGRITY CODE S	24 HONORARY CODE 3	25 DATE OF BIRTH MO DA YR 12 19 35	26 DATE OF GRADE MO DA YR 02 04 73	27 DATE OF LHI MO DA YR 02 04 73		
28 NTE EXPIRES MO DA YR		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CC 2-OPCH 3-FICA 4-W/WH		31 SEPARATION DATA CODE	32 CORRECTION-CANCELLATION DATA TYPE MO DA YR		33 SECURITY RTO. NO			
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY LMB RES FROM TEMP	39 DEGLI HEALTH INSURANCE CODE CODE 1-YES 2-NO 3-UNRELIABLE	40 SOCIAL SECURITY NO				
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NO DELAY IN SERVICE 2-DELAY IN SERVICE (LESS THAN 3 YEARS) 3-DELAY IN SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		45 SOCIAL SECURITY NO		
45 POSITION CONTROL CERTIFICATION 10/23 2-1-73						46 O.P. APPROVAL T. J. Neuma		DATE APPROVED 2/1/73			

FORM 1152 USE PREVIOUS EDITION  
8-72

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02 FEB 1973

E-2, IMPDET CL. BY. 007622

21 OCT 1972

MEMORANDUM FOR: Chairman, GS-12, CS Evaluation Board

SUBJECT : Recommendation for Promotion to GS-13,  
Joseph S. Piccolo

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Managua Station (1968-1969). Since February 1970 he has been assigned to Brasilia Station, Base Rio de Janeiro, where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. Mr. Piccolo has been consistently evaluated as a very Strong performer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities, Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, Communist Party and terrorist operations including direct handling of the Station's most sensitive CP agent. He has been evaluated by the Rio de Janeiro Base Chief as the most mature, dependable and competent case officer at the Base. He has excelled in the handling of intricate sensitive penetration operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. Two Chiefs of Station have emphatically endorsed the very

100-100000-100000

high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving liaison in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the Spanish and Portuguese languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his official cover circles.

4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, seriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.

5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.


6. It is hereby strongly recommended that  
Mr. Piccolo be promoted from GS-12 to GS-13.

  
Theodore G. Shackley  
Chief  
Western Hemisphere Division



**SECRET**  
(When Filled In)

07437

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
										17 February 1972	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)									
025658		Piccolo, Joseph S.									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT		
Reassignment						MONTH DAY YEAR 02 20 72			Regular		
6. FUNDS		V TO V		V TO C		7. FINANCIAL ANALYSIS NO. CHARGEABLE			8. LEGAL AUTHORITY (Completed by Office of Personnel)		
		C TO V		X		2135-0694					
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH Division Foreign Field Branch 5 - Brasilia, Brazil Station Rio de Janeiro, Brazil Base						Rio de Janeiro, Brazil <del>Base</del>					
11. POSITION TITLE						12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION		
Attache, Political Officer Ops Officer (D43)						1865			D		
14. CLASSIFICATION SCHEDULE (GS, LA, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP			17. SALARY OR RATE		
FSR GS				0136.01		05 2 12 4			15,732 \$17,453		
18. REMARKS											
FROM: DDP/WH/FF/BR 5/RIO DE JANEIRO BASE/0197 * HOME BASE: WH * Rio de Janeiro, Brazil											
19A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
Henry L. Berthold, C/WH/Per S				17 Feb 72		Gregory W. Smith				23 Feb 72	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY. CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRAL CODE		24. MONTHS CODE	
37		10		51825		WH		07037		5	
25. DATE OF BIRTH		26. DATE ON GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.	
12 08 30						12 08 30					
31. INT. EXPIRES		32. SPECIAL REFERENCE		33. RETIREMENT DATA		34. SEPARATION DATA CODE		35. CORRECTION/CANCELLATION DATA		36. SECURITY REQ. NO.	
MO. DA. YR.				CODE		TYPE		MO. DA. YR.		MO. DA. YR.	
								EOD DATA			
37. VET. PREFERENCE		38. SERV. COMP. DATE		39. LONG. COMP. DATE		40. CAREER CATEGORY		41. HEALTH/HEALTH INSURANCE		42. SOCIAL SECURITY NO.	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE	
B-NO 1-5 PT 2-10 PT						LAW. DES. PROT. ILM		B-WAIVER 1-BEG 2-REG/OPT 3-IRREVERSIBLE		HEALTH INS. CODE	
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE		44. LEAVE CAT. CODE		45. FEDERAL TAX DATA		46. STATE TAX DATA		47. SOCIAL SECURITY NO.		48. STATE TAX DATA	
CODE		CODE		CODE		CODE		CODE		CODE	
B-NO 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)						FEDERAL TAX DATA CODE NO. TAX EXEMPTIONS 1-TES 2-NO		STATE TAX DATA CODE NO. TAX EXEMPTIONS 1-TES 2-NO		STATE TAX DATA CODE NO. TAX EXEMPTIONS 1-TES 2-NO	
49. POSITION CONTROL CERTIFICATION						50. OP. APPROVAL			51. DATE APPROVED		
Feb 24 72						James W. Smith			2-24-72		

SECRET/RYBAT - TELEPOUCH

DISPATCH NO - HBRT-08619

DATE - 3 NOVEMBER 1971

TO - CHIEF, WESTERN HEMISPHERE DIVISION

INFO - CHIEF OF STATION, BRASILIA

FROM - CHIEF OF BASE, RIO DE JANEIRO

SUBJECT - FORWARDING OF FITNESS REPORT - HOWARD A. TRECKLER

REF - DIRECTOR 190967

FORWARDED HERewith IS A FITNESS REPORT FOR  
HOWARD AM TRECKLER.

**SPECIFIC DUTIES**

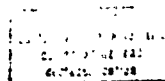
1. SENIOR FI OFFICER WITH SUPERVISORY RESPONSIBILITIES  
OVER ONE JUNIOR OFFICER AND ONE CAREER AGENT. S
2. STATION CP OFFICER WITH COORDINATING  
RESPONSIBILITIES OVER STATION AND BASE  
ACTIVITIES AND DIRECT AGENT HANDLING FUNCTIONS  
AGAINST CP AND RELATED TARGETS. S
3. CASO OFFICER FOR SEVERAL SENSITIVE, COMPLEX,  
HIGH LEVEL PENETRATIONS OF VARIOUS HIGH  
PRIORITY TARGETS. S

OVERALL PERFORMANCE IN CURRENT POSITION S

**NARRATIVE COMMENTS**

SUBJECT IS PERHAPS THE MOST MATURE, DEPENDABLE AND COMPETENT  
CASE OFFICER WE HAVE. HE HAS EXCELLED IN THE HANDLING OF  
INTRICATE, SENSITIVE PENETRATION OPERATIONS WHERE THE HIGHEST  
PROFESSIONAL STANDARDS ARE DEMANDED. HE CARRIES A VERY HEAVY  
WORK LOAD LIGHTLY AND IS A PRODIGIOUS CONTRIBUTOR IN BOTH  
OPERATIONAL AND INFORMATION REPORTING. HIS PERFORMANCE AS  
A SUPERVISOR HAS BEEN CHARACTERIZED BY CONSCIENTIOUSNESS,  
A GOOD SENSE OF DETAIL, PERCEPTIVENESS, FAIRNESS AND  
FIRMNESS. HE IS AT HIS BEST IN PRACTICAL SITUATIONS.

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SECRET/RYBAT HBRT-22619 PAGE 2

HOWEVER COMPLEX AND OBSCURE, RATHER THAN IN DEALING WITH  
PHILOSOPHICAL OR THEORETICAL PROBLEMS BUT THIS IS OBVIOUSLY  
MORE A MATTER OF INCLINATION, THAN OF INTELLECT. HE IS  
HIGHLY RESPECTED AND APPRECIATED BY ALL HIS COLLEAGUES AND  
ESPECIALLY BY THIS SUPERVISOR

SUBJECT IS UNDER GRADE FOR HIS PERFORMANCE, EXPERIENCE  
AND RESPONSIBILITIES. HE IS OF ALL THE RASE OFFICERS MOST  
DESERVING OF A PROMOTION. A SEPARATE RECOMMENDATION TO THIS  
EFFECT IS BEING FORWARDED.

REVIEWING OFFICIAL COMMENTS

THE COS CONCURS EMPHATICALLY WITH THIS WELL-WRITTEN  
EVALUATION. THE SUBJECT IS VASTLY UNDER-RATED IN JKLANCE,  
PERHAPS BECAUSE OF HIS QUIET, UNASSUMING PERSONALITY.  
BUT HE IS A STRONG, VERY STRONG, OFFICER. HIS ABILITY TO  
HANDLE THE MOST DIFFICULT DETAIL SHOULD NOT DETRACT FROM  
HIS OVERALL CAPABILITIES. HE IS SOUND AS A ROCK, AND MERITS  
A PROMOTION, WHICH IS RECOMMENDED BY THE COS.

LESTER T. ARKLEIGH

DISTRIBUTION VIA TP

C/WHD

DISTRIBUTION VIA POUCH

COS, BRASILIA

SECRET/RYBAT HBRT-22619 PAGE 2

SECRET

(When Filled In)

## REQUEST FOR PERSONNEL ACTION

Date Prepared

25 May 1970

1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 31 70	
5 FUNDS V TO V CF TO V X CF TO CF		6 CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
7 FINANCIAL ANALYSIS NO CHARGEABLE 0135 0694		8 EQUAL AUTHORITY (if employed by Office or Permanent)	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE ATTACHE POLITICAL OFF OPS OFFICER (13)		12 POSITION NUMBER 0197	
13 CAREER SERVICE DESIGNATION D		14 CLASSIFICATION SCHEDULE (G.S. I.B. etc.) FSR GS	
15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 05 1 12 3	
17 SALARY OR RATE \$ 13,618 \$15,138		18 REMARKS FROM: DDP/WH/DEV. COMP APPROVED 259a ATTACHED  * HOME BASE WH * Wash, D.C. 1 - Finance 2 - Security  SECRET, APPROVED 259a 5/27 DB 6/2	
19A SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/WH/Pers		DATE SIGNED 25 May 70	
19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Ruth M. Y. Lee		DATE SIGNED Apr 70	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE/OF PERSONNEL			
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51930 WH	22 STATION CODE 09037
23 INTEGRITY CODE 5	24 MODIFI CODE 3	25 DATE OF BIRTH 12 08 35	26 DATE OF GRADE 1 1 70
27 DATE OF LEAVE 1 1 70	28 DATE OF GRADE 1 1 70	29 SPECIAL REFERENCE 1-ESC 2-OR GR 3-PCA 4-NONE	30 RETIREMENT DATA CODE
31 SEPARATION DATA CODE TYPE	32 CORRECTION CANCELLATION DATA TYPE	33 SECURITY REG NO	34 SECURITY NO
35 VET PREFERENCE CODE 8-NONE 1-5 PT 2-10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1-YES 2-NO
39 FEDERAL TAX DATA CODE 1-YES 2-NO	40 STATE TAX DATA CODE 1-YES 2-NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 8-NONE 1-NO SERVICE 2-SERIAL IN SERVICE (LESS THAN 3 YEARS) 3-SERIAL IN SERVICE (MORE THAN 3 YEARS)	42 LEAVE CAT CODE
43 POSITION CONTROL CERTIFICATION	44 OP APPROVAL James B. E. [Signature]	45 DATE APPROVED 06-02-70	46 DATE APPROVED

FORM 1132 USE PREVIOUS EDITION

SECRET

14-00000 (When Filled In)

## SECRET

1. NAME (Last, First, Middle)		2. DATE OF BIRTH	3. GRADE
Piccolo, Joseph		8 February 1935	GS-12
4. OFFICE DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)		5. PRESENT POSITION	6. EMPLOYEE EXTENSION
DDP WH/COG		Ops Officer	6815
7. PROPOSED STATION		8. PROPOSED POSITION (Title, Number, Grade)	
Rio de Janeiro, Brazil		Ops Officer/5197/ GS-13	
9. TYPE OF COVER AT NEW STATION		10. ESTIMATED DATE OF DEPARTURE	11. NO. OF DEPENDENTS TO ACCOMPANY
State		o/a 1 June 70	1
12. COMMENTS			
Vice Robert Stone Forms DS 1686 attached			
13. DATE OF REQUEST		14. SIGNATURE OF REQUESTING OFFICIAL	
2 February 1970		<i>Paw D. G. G. C. S. P. S. B.</i> <i>Susan E. Ruttenberg</i> Susan E. Ruttenberg	
		15. ROOM NUMBER AND BUILDING	16. EXTENSION
		3D 5309 Hqs.	6815
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION			
QUARTERMASTER 72 Ltr.			
REQUEST FOR PCS OVERSEAS EVALUATION			

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 025658										3 February 1970	
2. NAME (Last-First-Middle) PICCOLO, JOSEPH S											
3. NATURE OF PERSONNEL ACTION REASSIGNMENT										4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 08 70	
5. FUNDS V TO V C TO V										6. CATEGORY OF EMPLOYMENT REGULAR	
7. FINANCIAL ANALYSIS NO. CHARGEABLE 0135 0623										8. LEGAL AUTHORITY (if employed by title of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT										10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE FOREIGN SERV. RES. OFF OPS OFFICER										12. POSITION NUMBER 9997	
13. CAREER SERVICE DESIGNATION D											
14. CLASSIFICATION (SCHEDULE 1 GS, 1B, etc.) FSR GS										15. OCCUPATIONAL SERIES 0136.01	
16. GRADE AND STEP 06 2 12 3										17. SALARY OR RATE 10,962 \$14,281	
18. REMARKS * WASH, DC. FROM: DDP/WH/COG/ON ISLAND OPERATIONS BR./POS # 1159 * FOR TRAINING											
1 - Finance											
19A. SIGNATURE OF REQUESTING OFFICIAL Henry L. Bernhold C/WH/Pers						DATE SIGNED 3 Feb 70		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. Y. [Signature]		DATE SIGNED 6 Feb 70	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37		20. EMPLOY CODE 13		21. OFFICE CODING NUMERIC ALPHABETIC 51997 WH		22. STATION CODE 15012		23. INTEREST CODE S		24. NOTES CODE 1	
25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR		27. DATE OF LSI MO DA YR		28. DATE OF BIRTH MO DA YR		29. DATE OF GRADE MO DA YR		30. DATE OF LSI MO DA YR	
31. RETIREMENT DATA 1-YES 2-NO 3-OTHER		32. SEPARATION DATA CODE TYPE		33. CORRECTION LABELLING DATA TYPE		34. SECURITY REQ NO		35. SEX		36. SOCIAL SECURITY NO	
37. VET PREFERENCE CODE 0-None 1-5 PT 2-10 PT		38. SERV COMP DATE MO DA YR		39. LONG COMP DATE MO DA YR		40. CAREER CATEGORY CODE 1-YES 2-NO		41. SEC. HTR INSURABLE CODE 0-None 1-YES 2-NO		42. HEALTH INS CODE	
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		44. LEAVE CAT CODE		45. SCOPED TTD DATA CODE 1-YES 2-NO		46. TTD DATA CODE 1-YES 2-NO		47. TTD DATA CODE 1-YES 2-NO		48. TTD DATA CODE 1-YES 2-NO	
49. POSITION CONTROL CERTIFICATION						50. J.P. APPROVAL C-2-10-70 JPK			51. DATE APPROVED 02-10-70		

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING AND  
DECLASSIFICATION

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				24 JUNE 69	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 10 31 69		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V OF TO V X OF TO V		7. FINANCIAL ANALYSIS NO. CHARGEABLE 0135 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		10. LOCATION OF OFFICIAL STATION WASH., D.C.			
11. POSITION TITLE POL OFFICER OPS OFFICER (141)		12. POSITION NUMBER 1159		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 06 1 12 2	
				17. SALARY OR RATE 9721 \$ 12580	
18. REMARKS FROM: Pos. #1152  X <u>Wash., D.C.</u>  1 - Finance 18A. SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/WH/Personnel DATE SIGNED 28 Jun '69 18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. U. [Signature] DATE SIGNED 28 Jun '69					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37 10	20. EMPLOY CODE 5 1500	21. OFFICE CODING NUMERIC ALPHABETIC WH 732 B	22. STATION CODE 732 B	23. INTEREST CODE S	24. HOURS CODE 12 08 135
25. DATE OF BIRTH MO DA YR 12 08 135	26. DATE OF GRADE MO DA YR	27. DATE OF LIT MO DA YR	28. DATE OF GRADE MO DA YR	29. DATE OF LIT MO DA YR	30. DATE OF LIT MO DA YR
31. VET PREFERENCE CODE 0-None 1-5 PT 2-10 PT	32. SERV COMP DATE MO DA YR	33. LONG COMP DATE MO DA YR	34. CAREER CATEGORY CODE 1-YES 2-NO	35. HEALTH INSURABLE CODE 1-YES 2-NO	36. SOCIAL SECURITY NO.
37. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	38. LEAVE CAT CODE 1-YES 2-NO	39. FEDERAL TAX DATA CODE 1-YES 2-NO	40. STATE TAX DATA CODE 1-YES 2-NO	41. POSITION CONTROL CERTIFICATION	42. O.P. APPROVAL DATE APPROVED
07-03-6900K [Signature] 070369					

FORM 1152 USE PREVIOUS EDITION

SECRET

CLASSIFIED BY 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING AND  
DECLASSIFICATION

• 800 762 2222

1152

**SECRET**



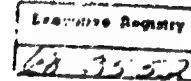


TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968



68-3552

The Honorable  
Richard M. Helms  
Director  
Central Intelligence Agency  
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 025658				2 NAME (Last - First - Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION PROMOTION			4 EFFECTIVE DATE REQUESTED 9 15 1968		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V CF TO V XX CF TO CF			7 FINANCIAL ANALYSIS NO. 9135 1049		8 LEGAL AUTHORITY (Completed by Office of Personnel)
9 ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION			10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA		
11 POSITION TITLE POLITICAL OFFICER OPS OFFICER			12 POSITION NUMBER 0396		13 CAREER SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (G.S. I.R. etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 4 12 1	
17 SALARY OR RATE 8,969 ✓ <del>8,124</del> 12580 ✓					
18 REMARKS FROM: GS-11/4 \$11,223 * Managua, Nicaragua 1 - Finance PSI 9-22-68.					
18A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/NH PERSONNEL			DATE SIGNED 18 Aug 68		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER J. L. Berthold
DATE SIGNED 3 16 68					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 32	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC 51650 ALPHABETIC WH	22 STATION CODE 5001	23 INTELLIGENCE CODE S	24 RIGHTS CODE 3
25 DATE OF BIRTH MO DA YR 12 08 35		26 DATE OF GRADE MO DA YR 09 24 68		27 DATE OF LSI MO DA YR 09 22 68	
28 VET EMPLOY MO DA YR		29 SPECIAL REFERENCE 1 - REC 2 - ORG 3 - FIC 4 - RPT		30 DEPARTMENT DATA CODE	
31 VET PAYMENT CODE		32 VET COMP DATE MO DA YR		33 LONG COMP DATE MO DA YR	
34 VET PAYMENT CODE		35 VET COMP DATE MO DA YR		36 LONG COMP DATE MO DA YR	
37 VET PAYMENT CODE		38 VET COMP DATE MO DA YR		39 LONG COMP DATE MO DA YR	
40 VET PAYMENT CODE		41 VET COMP DATE MO DA YR		42 LONG COMP DATE MO DA YR	
43 VET PAYMENT CODE		44 VET COMP DATE MO DA YR		45 LONG COMP DATE MO DA YR	
46 VET PAYMENT CODE		47 VET COMP DATE MO DA YR		48 LONG COMP DATE MO DA YR	
49 VET PAYMENT CODE		50 VET COMP DATE MO DA YR		51 LONG COMP DATE MO DA YR	
52 VET PAYMENT CODE		53 VET COMP DATE MO DA YR		54 LONG COMP DATE MO DA YR	
55 VET PAYMENT CODE		56 VET COMP DATE MO DA YR		57 LONG COMP DATE MO DA YR	
58 VET PAYMENT CODE		59 VET COMP DATE MO DA YR		60 LONG COMP DATE MO DA YR	
61 VET PAYMENT CODE		62 VET COMP DATE MO DA YR		63 LONG COMP DATE MO DA YR	
64 VET PAYMENT CODE		65 VET COMP DATE MO DA YR		66 LONG COMP DATE MO DA YR	
67 VET PAYMENT CODE		68 VET COMP DATE MO DA YR		69 LONG COMP DATE MO DA YR	
70 VET PAYMENT CODE		71 VET COMP DATE MO DA YR		72 LONG COMP DATE MO DA YR	
73 VET PAYMENT CODE		74 VET COMP DATE MO DA YR		75 LONG COMP DATE MO DA YR	
76 VET PAYMENT CODE		77 VET COMP DATE MO DA YR		78 LONG COMP DATE MO DA YR	
79 VET PAYMENT CODE		80 VET COMP DATE MO DA YR		81 LONG COMP DATE MO DA YR	
82 VET PAYMENT CODE		83 VET COMP DATE MO DA YR		84 LONG COMP DATE MO DA YR	
85 VET PAYMENT CODE		86 VET COMP DATE MO DA YR		87 LONG COMP DATE MO DA YR	
88 VET PAYMENT CODE		89 VET COMP DATE MO DA YR		90 LONG COMP DATE MO DA YR	
91 VET PAYMENT CODE		92 VET COMP DATE MO DA YR		93 LONG COMP DATE MO DA YR	
94 VET PAYMENT CODE		95 VET COMP DATE MO DA YR		96 LONG COMP DATE MO DA YR	
97 VET PAYMENT CODE		98 VET COMP DATE MO DA YR		99 LONG COMP DATE MO DA YR	
100 VET PAYMENT CODE		101 VET COMP DATE MO DA YR		102 LONG COMP DATE MO DA YR	
103 VET PAYMENT CODE		104 VET COMP DATE MO DA YR		105 LONG COMP DATE MO DA YR	
106 VET PAYMENT CODE		107 VET COMP DATE MO DA YR		108 LONG COMP DATE MO DA YR	
109 VET PAYMENT CODE		110 VET COMP DATE MO DA YR		111 LONG COMP DATE MO DA YR	
112 VET PAYMENT CODE		113 VET COMP DATE MO DA YR		114 LONG COMP DATE MO DA YR	
115 VET PAYMENT CODE		116 VET COMP DATE MO DA YR		117 LONG COMP DATE MO DA YR	
118 VET PAYMENT CODE		119 VET COMP DATE MO DA YR		120 LONG COMP DATE MO DA YR	
121 VET PAYMENT CODE		122 VET COMP DATE MO DA YR		123 LONG COMP DATE MO DA YR	
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127 VET PAYMENT CODE		128 VET COMP DATE MO DA YR		129 LONG COMP DATE MO DA YR	
130 VET PAYMENT CODE		131 VET COMP DATE MO DA YR		132 LONG COMP DATE MO DA YR	
133 VET PAYMENT CODE		134 VET COMP DATE MO DA YR		135 LONG COMP DATE MO DA YR	
136 VET PAYMENT CODE		137 VET COMP DATE MO DA YR		138 LONG COMP DATE MO DA YR	
139 VET PAYMENT CODE		140 VET COMP DATE MO DA YR		141 LONG COMP DATE MO DA YR	
142 VET PAYMENT CODE		143 VET COMP DATE MO DA YR		144 LONG COMP DATE MO DA YR	
145 VET PAYMENT CODE		146 VET COMP DATE MO DA YR		147 LONG COMP DATE MO DA YR	
148 VET PAYMENT CODE		149 VET COMP DATE MO DA YR		150 LONG COMP DATE MO DA YR	
151 VET PAYMENT CODE		152 VET COMP DATE MO DA YR		153 LONG COMP DATE MO DA YR	
154 VET PAYMENT CODE		155 VET COMP DATE MO DA YR		156 LONG COMP DATE MO DA YR	
157 VET PAYMENT CODE		158 VET COMP DATE MO DA YR		159 LONG COMP DATE MO DA YR	
160 VET PAYMENT CODE		161 VET COMP DATE MO DA YR		162 LONG COMP DATE MO DA YR	
163 VET PAYMENT CODE		164 VET COMP DATE MO DA YR		165 LONG COMP DATE MO DA YR	
166 VET PAYMENT CODE		167 VET COMP DATE MO DA YR		168 LONG COMP DATE MO DA YR	
169 VET PAYMENT CODE		170 VET COMP DATE MO DA YR		171 LONG COMP DATE MO DA YR	
172 VET PAYMENT CODE		173 VET COMP DATE MO DA YR		174 LONG COMP DATE MO DA YR	
175 VET PAYMENT CODE		176 VET COMP DATE MO DA YR		177 LONG COMP DATE MO DA YR	
178 VET PAYMENT CODE		179 VET COMP DATE MO DA YR		180 LONG COMP DATE MO DA YR	
181 VET PAYMENT CODE		182 VET COMP DATE MO DA YR		183 LONG COMP DATE MO DA YR	
184 VET PAYMENT CODE		185 VET COMP DATE MO DA YR		186 LONG COMP DATE MO DA YR	
187 VET PAYMENT CODE		188 VET COMP DATE MO DA YR		189 LONG COMP DATE MO DA YR	
190 VET PAYMENT CODE		191 VET COMP DATE MO DA YR		192 LONG COMP DATE MO DA YR	
193 VET PAYMENT CODE		194 VET COMP DATE MO DA YR		195 LONG COMP DATE MO DA YR	
196 VET PAYMENT CODE		197 VET COMP DATE MO DA YR		198 LONG COMP DATE MO DA YR	
199 VET PAYMENT CODE		200 VET COMP DATE MO DA YR		201 LONG COMP DATE MO DA YR	
202 VET PAYMENT CODE		203 VET COMP DATE MO DA YR		204 LONG COMP DATE MO DA YR	
205 VET PAYMENT CODE		206 VET COMP DATE MO DA YR		207 LONG COMP DATE MO DA YR	
208 VET PAYMENT CODE		209 VET COMP DATE MO DA YR		210 LONG COMP DATE MO DA YR	
211 VET PAYMENT CODE		212 VET COMP DATE MO DA YR		213 LONG COMP DATE MO DA YR	
214 VET PAYMENT CODE		215 VET COMP DATE MO DA YR		216 LONG COMP DATE MO DA YR	
217 VET PAYMENT CODE		218 VET COMP DATE MO DA YR		219 LONG COMP DATE MO DA YR	
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EYES ONLY  
SECRET

16 JUL 1968

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT : Recommendation for Promotion to Grade  
GS-12--Mr. Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted to the grade of GS-12. Mr. Piccolo has been in grade as a GS-11 since September 1966 and is presently serving as an operations officer at Managua, Nicaragua.

2. Mr. Piccolo is a promising young officer who first entered the Agency in 1957 as a clerk in Agency Records section (RI). He also did a tour in the Records Section of the Mexico City Station. After a short separation for military service, Mr. Piccolo returned to the Agency and later was appointed to the Junior Officer Training Program. Since his completion of that program he has served in Headquarters and Mexico City as an operations officer prior to his assignment to Managua in March of 1968.

3. Mr. Piccolo has consistently received high ratings from his superiors in the field and at Headquarters. He is an active operations officer with a special flair for agent handling. He has a good command of the Spanish language, is a dedicated employee of the Agency and has a great deal of growth potential. Since going to Managua he has been in charge of the Managua Station during the home leave absence of the Chief of Station for a period of almost two months, during which time the Station continued its high level of performance. While this was his first period of his career where he had supervisory responsibility, he did show himself to have ability in this area and is a further indication of his growth potential.

*William V. Broe*  
William V. Broe  
Chief

Western Hemisphere Division

EYES ONLY  
SECRET

SECRET

(18 Nov 1964 Ed)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.		27 JUNE 1968	
3 NATURE OF PERSONNEL ACTION <del>REASSIGNMENT</del> - <del>CORRECTION</del>			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 04 68		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V CP TO V XX CP TO CP		7 FINANCIAL ANALYSIS NO CHARGEABLE 8135 1049		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION			10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA		
11 POSITION TITLE POLITICAL OFFICER OPS OFFICER (13)			12 POSITION NUMBER 0396		13 CAREER SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, F, B, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 4 11 4	
17 SALARY OR RATE 8,596 ✓ 10,623 ✓					
14 REMARKS <del>CORRECTION OF FINANCIAL ANALYSIS NO. FROM 1004 to 1049</del> * Managua, Nicaragua					
18A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERSONNEL		DATE SIGNED 27 JUN 68		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER 1 JUL 68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 31 15	20 EMPLOY CODE 51650	21 OFFICE CODING NUMERIC ALPHABETIC 1011	22 STATION CODE 52012	23 INTEGRITY CODE 5	24 HOURS CODE 3
25 DATE OF BIRTH MO DA YR 07 04 68	26 DATE OF GRADE MO DA YR	27 DATE OF US MO DA YR	28 SECURITY REQ NO		
29 RETIREMENT DATA CODE - CIV - MIL - FICA - DOW	30 SPECIAL REFERENCE	31 SEPARATION DATA LOGS TYPE MO DA YR	32 CORRECTION CANCELLATION DATA MO DA YR		
33 VET PREFERENCE CODE 1-NO 2-10 YR	34 SERV COMP DATE MO DA YR	35 LONG COMP DATE MO DA YR	36 CAREER CATEGORY FAR B10 FAR TEMP	37 HEALTH INSURANCE CODE 1-YES 2-NO	38 SOCIAL SECURITY NO
39 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-NO PREVIOUS SERVICE 2-NO SERVICE (LESS THAN 3 YEARS) 3-LESS THAN 3 YEARS (MORE THAN 3 YEARS)		40 LEAVE CAT CODE	41 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	42 STATE TAX DATA STATE TAX DATA FORM EXECUTED 1-YES 2-NO	43 SOCIAL SECURITY NO
44 POSITION CONTROL CERTIFICATION			45 OP APPROVAL DATE APPROVED		

FORM 1157 USE PREVIOUS EDITION

SECRET

RECEIVED 1 JUL 1968  
OFFICE OF PERSONNEL

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 25658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.				5 APRIL 1968	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 21 68		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V CF TO V		V TO CF XX CF TO CF		7. FINANCIAL ANALYSIS NO CHARGEABLE 8135 1094		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
11. POSITION TITLE POLITICAL OFFICER OPS OFFICER				12. POSITION NUMBER 0396		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 4 11 4		17. SALARY OR RATE 8,596 10,623	
18. REMARKS FROM: DDP/WH/1/MEXICO CITY/SLOT 0939 <i>* Subject must engage in language study during this tour and fully qualify at the intermediate level upon completion of tour per myrno.</i>  1 - Finance							
18A. SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERSONNEL				DATE SIGNED 9 APR 68		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature] 19 APR 1968	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 616521 WH 52013	22. STATION CODE 52013	23. INTEGRITY CODE 5	24. MOOTHS CODE 3	25. DATE OF BIRTH MO DA YR 12 07 35	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. DATE OF GRADE MO DA YR	29. SPECIAL REFERENCE 1-FC 2-ORCA 3-FICA 4-ROBE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO DA YR	33. SECURITY RIG NO	34. SER
35. VET PREFERENCE CODE 0-None 1-5 PT 2-10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CODE 0-None 1-Yes 2-No	39. LEGAL HEALTH INFORMATION CODE 0-None 1-Yes 2-No	40. SOCIAL SECURITY NO		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42. STATE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		
45. POSITION CONTROL CERTIFICATION				46. O.P. APPROVAL [Signature]		DATE APPROVED	

SECRET

EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

67-57

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 10 April 1967	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.									
3. NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 07 67			5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS ▶		V TO V		V TO CP		7. COST CENTER NO. CHARGE NBR 7135-0990		8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203			
9. ORGANIZATIONAL DESIGNATIONS  DDP/WH					10. LOCATION OF OFFICIAL STATION  MEXICO CITY, MEXICO						
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (GS, EB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP //		17. SALARY OR RATE \$			
18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.											
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER			DATE SIGNED		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE		23. INTEGRITY CODE		24. MOTIFS CODE	
25. DATE OF BIRTH MO DA YR.		26. DATE OF GRADE MO DA YR.		27. DATE OF LEI MO DA YR.		28. DATE OF SPECIAL MO DA YR.		29. DATE OF RETIREMENT DATA 1-156 3-156 1-156		30. SEPARATION DATA CODE	
31. VET PREFERENCE CODE 1-15 PF 2-15 PF		32. SERV COMP DATE MO DA YR.		33. LONG COMP DATE MO DA YR.		34. CAREER CATEGORY CODE 1-15 PF 2-15 PF		35. HEALTH INSURANCE CODE 1-15 PF 2-15 PF		36. SOCIAL SECURITY NO.	
37. PREVIOUS EMPLOYMENT SERVICE DATA CODE 1-15 PF 2-15 PF 3-15 PF 4-15 PF 5-15 PF 6-15 PF 7-15 PF 8-15 PF 9-15 PF 10-15 PF 11-15 PF 12-15 PF				38. LEAVE CAT CODE		39. FEDERAL TAX DATA CODE 1-15 PF 2-15 PF 3-15 PF 4-15 PF 5-15 PF 6-15 PF 7-15 PF 8-15 PF 9-15 PF 10-15 PF 11-15 PF 12-15 PF		40. STATE TAX DATA CODE 1-15 PF 2-15 PF 3-15 PF 4-15 PF 5-15 PF 6-15 PF 7-15 PF 8-15 PF 9-15 PF 10-15 PF 11-15 PF 12-15 PF		41. DATE APPROVED	
42. POSITION CONTROL CERTIFICATION 04-17-67										43. DATE APPROVED	

SECRET  
(When Filled In)

26 May 1967

MEMORANDUM FOR: *Joseph S. Nichols*

THROUGH : Chief of Station, Mexico City

SUBJECT : Notification of Designation as a Participant in the Organization Retirement and Disability System

REFERENCE : Book Dispatch 5096 dated 12 August 1965

1. You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 7 May 1967

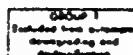
2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.

3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee at the time of retirement may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.

*Richard B. Egan*

RICHARD B. EGAN

SECRET



SECRET

5 JUL 1966

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT : Recommendation for Promotion to Grade GS-11,  
Joseph S. Piccolo.

1. It is recommended that Joseph S. Piccolo be promoted from GS-10 to GS-11. Subject has been stationed in Mexico City since April 1965.

2. Chief of Station, Mexico City stated in his recommendation for promotion of Piccolo that Subject has been an unusually productive officer since his arrival in Mexico City. He is capable of carrying a large workload. He has initiative and drive and the quality of his work is uniformly excellent. His command of Spanish has enabled him to handle agents in that language without any difficulty. He has the ability to handle agents of widely varying ages and social levels. His ability to make himself at once liked and respected has contributed to make him an excellent agent handler. He has put to good use the professional training he received as a member of the JOT program.

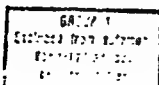
3. The latest Fitness Report submitted on Subject dated 1 June 1966 gives subject an Outstanding in Agent Handling and an overall performance of Strong. This Fitness Report states that every operation assigned to Subject has shown marked improvement under his tutelage, that his operational reporting is exemplary, and that he has won the admiration and respect of his colleagues and agent assets alike. The Rating Officer states that he has never served with a more promising young case officer in his 18 years of KUBARK experience. Promotion of this officer is fully endorsed by the undersigned.

*William V. Broe*

William V. Broe

Chief,

Western Hemisphere Division



SECRET



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER				2. NAME (Last-First-Middle)	
025658				PICCOLO, JOSEPH S.	
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. COUNTRY OF EMPLOYMENT
PROMOTION			MONTH DAY YEAR 09 25 66		REGULAR
6. FUNDS	7. TO V	8. FROM V	9. FINANCIAL ANALYSIS NO CHARGEABLE		10. SPECIAL AUTHORITY (Completed by Office of Personnel)
	CF TO V	XX	7135 0990		
11. ORGANIZATIONAL DESIGNATIONS			12. LOCATION OF OFFICIAL STATION		
DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION			MEXICO CITY, MEXICO		
13. POSITION TITLE			14. POSITION NUMBER		15. CAREER SERVICE DESIGNATION
POLIT OFFICER OPS OFFICER (12) (11)			0939		D
16. CLASSIFICATION SCHEDULE (GS, LB, etc.)		17. OCCUPATIONAL SERIES	18. GRADE AND STEP		19. SALARY OR RATE
FSR GS		0136.01	7 3 11 13		7,975 \$ 10,166
20. REMARKS					
FROM: GS-10/10 \$8,997					
1 Finance					
21. SIGNATURE OF REQUESTING OFFICIAL			22. DATE SIGNED		23. SIGNATURE OF CAREER SERVICE APPROVING OFFICER
Robert D. Cashman C/WH/pers			17 Sept 66		SEP 21 1966
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
24. ACTION CODE	25. IMPACT CODE	26. OFFICE CODING	27. STATION CODE	28. INTELLIGENCE CODE	29. MOBILE CODE
22	10	51620 WH	45225	3	12/08/35
30. DATE EXPIRES	31. SPECIAL REFERENCE	32. RETIREMENT DATA	33. SEPARATION DATA CODE	34. CORRECTION/CANCELLATION DATA	35. SECURITY INFO NO
NO DA YR	1-100	1-100	1-100	1-100	1-100
36. VET PREFERENCE	37. SERV COMP DATE	38. LONG COMP DATE	39. CAREER CATEGORY	40. FEGLI HEALTH INSURANCE	41. SOCIAL SECURITY NO
CODE	MO DA YR	MO DA YR	CODE	CODE	CODE
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE	43. LEAVE CAT	44. FEDERAL TAX DATA	45. STATE TAX DATA	46. OF APPROVAL	47. DATE APPROVED
CODE	CODE	CODE	CODE	CODE	CODE
48. POSITION CONTROL CERTIFICATION	49. OF APPROVAL				
COI-22-66N	COI-22-66N				

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.				27 AUGUST 1965	
3. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR AUG 29 65		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS Y TO V CF TO V		V TO CF XX CF TO CF		7. COST CENTER NO. CHARGE 6135 0990		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/WI FOREIGN FIELD BRANCH 1 MEXICO CITY STATION				10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			
11. POSITION TITLE Police Officer OPS OFFICER				12. POSITION NUMBER 0939		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (G.V. I.R. IN.) FSR GS (11)		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 2 10 2-3		17. SALARY OR RATE 7245 \$ 8,179 8440	
18. REMARKS FROM: GS 9 2/\$7,465							
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> I certify that the data shown is accurate to the best of my knowledge and belief as of the date of this report. 01.02.23 January 1965. </div> <div style="border: 1px solid black; padding: 5px; display: inline-block; margin-left: 20px;"> Recorded By CSPD PM </div>							
19A. SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN C/WI/PERSONNEL				DATE SIGNED 27 Aug 65		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Kenneth L. Corbett	
DATE SIGNED 27 AUG 1965							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51300 W/H		22. STATION CODE 45015	23. INTEGRITY CODE	24. RIGHTS CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35
26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR	28. DATE OF GRADE MO DA YR	29. SPECIAL PREFERENCE	30. RETIREMENT DATA 1-YES 2-FILE 3-NO	31. SEPARATION DATA CODE TYPE	32. CORRECTION/CANCELLATION DATA MO DA YR	33. SECURITY REQ NO
34. SERV COMP DATE MO DA YR	35. LONG COMP DATE MO DA YR	36. CAREER CATEGORY CAR, RES PROV, TEMP	37. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	38. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	39. SOCIAL SECURITY NO	40. SOCIAL SECURITY NO	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO		
44. POSITION CONTROL CERTIFICATION 8/27/65 dha				45. C/P APPROVAL Kenneth L. Corbett		DATE APPROVED 27 AUG 1965	

SECRET

SECRET

(If New Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			
3. NATURE OF PERSONNEL ACTION INTEGRATION - DEPT. OF STATE			4. EFFECTIVE DATE REQUESTED MONTH: 08 DAY: 27 YEAR: 65		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	V TO V	V TO CF	7. COST CENTER NO. CHARGE 6135 0990	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
	CF TO V	X CF TO CF			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY			10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO		
11. POSITION TITLE POLIT. OFFICER OP3 OFFICER			12. POSITION NUMBER 0939	13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (G.S. 18.00.) FSR 03		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 7 2 109 - 3	17. SALARY OR RATE 7245 8170 7710	
18. REMARKS <u>all</u> SICK AND <u>all</u> HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT. OF STATE  MARITAL STATUS: SINGLE					
19A. SIGNATURE OF REQUESTING OFFICIAL <i>M. Roney</i> M. RONEY COVER OFFICER X5013		DATE SIGNED	19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 55	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 57300 ALPHABETIC: WH	22. STATION CODE 45075	23. INTEGREE CODE	24. HOURS CODE 3
25. DATE OF BIRTH MO: 12 DA: 23 YR: 35		26. DATE ON GRADE MO: DA: YR:	27. DATE OF LEI MO: DA: YR:	28. DATE OF LEI MO: DA: YR:	
29. SPECIAL REFERENCE 1-CSE 2-PCA 3-NONE		30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE: MO: DA: YR:	33. SECURITY REQ NO
34. VET PREFERENCE CODE: 0-NONE 1-5 PT 2-10 PT		35. SERV COMP DATE MO: DA: YR:	36. LONG COMP DATE MO: DA: YR:	37. CAREER CATEGORY CODE: 0-NONE 1-YES 2-NO	38. FEDERAL HEALTH INSURANCE CODE: 0-WAIVER 1-YES
39. SOCIAL SECURITY NO		40. PREVIOUS GOVERNMENT SERVICE DATA CODE: 0-NONE 1-BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		41. LEAVE CAT CODE	
42. FEDERAL TAX DATA FORM EXECUTED: 1-YES 2-NO		43. STATE TAX DATA FORM EXECUTED: 1-YES 2-NO		44. SOCIAL SECURITY NO	
45. POSITION CONTROL CERTIFICATION 8/20/65 HIA			46. DATE APPROVED		

SECRET

EX-100  
SECRET

6 JUL 1965

MEMORANDUM FOR: CS/CS Panel C

SUBJECT: Proposed Nomination for Promotion to GS-10  
Mr. Joseph S. Piccolo

1. Mr. Piccolo's work since completion of the Career Training Program has been reflected in a series of progress reports.

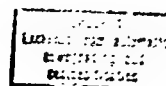
2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.

3. As I have stated in his fitness reports and in recommending him for the Career Training Program, Mr. Piccolo already is a capable operations officer and has unusual potential. His experience, common sense and flair for operations make him even now the equal of most officers who are serving in grades considerably higher than his.

*by Jacob D. Esterline*  
William V. Broe  
Chief,  
Western Hemisphere Division

*Approved  
8/29/65*

EX-100  
SECRET



SECRET

When Filled In

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE TO CONFIDENTIAL FUNDS			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 7 1 65		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CP TO V	X	V TO V CP TO V	7. COST CENTER NO. CHARGE 6135-0990	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP WII FOREIGN FIELD BRANCH 1 MEXICO CITY STATION			10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO		
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0139	13. CAREER SERVICE DESIGNATION D		
14. CLASSIFICATION SCHEDULE (GS, F, B, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 09 2	17. SALARY OR RATE \$ 7,165	
18. REMARKS FROM: DDP/SAS/INTELLIGENCE STAFF/RESEARCH SEC./0908/WASH. D.C. FORM 259 HAS BEEN SUBMITTED TO BE EFFECTIVE ON OR BEFORE 4 JULY 1965. MR. PICCOLO WILL REPLACE MR. RAYMOND J. SWIDER WHO WILL BE REASSIGNED. 1-Security 18A SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN C/WII/PERS DATE SIGNED 7/1/65 18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER DATE SIGNED 7/14/65 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19 ACTION CODE 50 20 EMPLOY CODE 10 21 OFFICE CODING NUMERIC 51620 ALPHABETIC L.H. 22 STATION CODE 45675 23 INTERVIEW CODE 3 24 MONTHS 12 25 DATE OF BIRTH 08/35 26 DATE OF GRADE MO DA YR 27 DATE OF LEI MO DA YR 28 WTE EXPIRES MO DA YR 29 SPECIAL REFERENCE 1-CSE 2-FHE 3-NONE 30 RETIREMENT DATA 1-CSE 2-FHE 3-NONE 31 SEPARATION DATA 1-CSE 2-FHE 3-NONE 32 CORRECTION CANCELLATION DATA 1-CSE 2-FHE 3-NONE 33 SECURITY REQ NO 34 SEX 35 VET PREFERENCE 1-NONE 2-10 PT 3-10 PT 36 SERV COMP DATE MO DA YR 37 LONG COMP DATE MO DA YR 38 EMPER CATEGORY 1-NONE 2-10 PT 3-10 PT 39 FEGLI, HEALTH INSURANCE 1-NONE 2-10 PT 3-10 PT 40 SOCIAL SECURITY NO 41 PREVIOUS GOVERNMENT SERVICE DATA 1-NONE 2-10 PT 3-10 PT 42 LEAVE CAT 1-NONE 2-10 PT 43 FEDERAL TAX DATA 1-NONE 2-10 PT 44 STATE TAX DATA 1-NONE 2-10 PT 45 POSITION CONTROL CERTIFICATION 7-12-65 46 OF APPROVAL DATE APPROVED 7/14/65					

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED															
1 SERIAL NUMBER		2 NAME (Last-First-Middle)								2 February 1965															
025658		PICCOLO, Joseph S.																							
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE OF SERVICE DESIGNATION						4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 2 2 1965		5 CATEGORY OF EMPLOYMENT REGULAR																	
6 FUNDS		X V TO V				7 COS CENTER NO CHARGE 5235-1162		8 LEGAL AUTHORITY (Completed by Office of Personnel)																	
		C TO V																							
9 ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff <del>Operations</del> -Intelligence Staff <del>Operations</del> Section <i>Research</i>						10 LOCATION OF OFFICIAL STATION Washington, D.C.																			
11 POSITION TITLE OPS. OFFICER						12 POSITION NUMBER -0000 0908		13 CAREER SERVICE DESIGNATION D																	
14 CLASSIFICATION SCHEDULE (GS, LR, etc.) GS		15 OCCUPATIONAL SERIES (100) 0136.01		16 GRADE AND STEP 09 (2)		17 SALARY OR RATE \$ 7465																			
18 REMARKS From: DES/JTR/JOTC, D.C., #748.  I concur in the Change of Service Designation from "SJ" to "D":  # See 46  3/5/68 3/5/68 by Security  Recorded By CSPD JMB  Joseph S. Piccolo CONCURRENCE: Robert B. Freeman Chief, JTR U. J. Kubit 24-2665																									
19 SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHEMAN, C/M/Pers.																									
19 SIGNATURE OF CHIEF SERVICE APPROVING OFFICER U. J. Kubit																									
DATE SIGNED 2/2/65																									
DATE SIGNED 24-2665																									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																									
19 ACTION CODE 31		20 EMPLOY CODE 10		21 OFFICE CODING NUMERIC ALPHABETIC 44200 SA 8		22 STATION CODE 75-13		23 INTEREST CODE		24 MONTHS CODE 1		25 DATE OF BIRTH MO. DA. YR. 12-08-35		26 DATE OF GRADE MO. DA. YR.		27 DATE OF LEI MO. DA. YR.									
28 HIRE EXPIRES MO. DA. YR.		29 SPECIAL REFERENCE		30 RETIREMENT DATA 1-ESC 2-FWA 3-NONE		31 SEPARATION DATA CODE		32 CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		33 SECURITY REQ NO		34 SEX		35 VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SEPA COMP DATE MO. DA. YR.		37 LONG COMP DATE MO. DA. YR.		38 CAREER CATEGORY CODE 0-NONE 1-YES		39 FEGLI-HEALTH INSURANCE CODE 0-WAIVER 1-YES		40 SOCIAL SECURITY NO	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42 LEAVE CAT CODE		43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		45 POSITION CONTROL CERTIFICATION JOTC (M) 2/2/65		46 G.P. APPROVAL 2/2/65		DATE APPROVED													

SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1 SERIAL NUMBER		2 NAME (Last-First-Middle)								15 July 1964	
25658		PICCOLO, Joseph S.									
3 NATURE OF PERSONNEL ACTION					4 EFFECTIVE DATE REQUESTED			5 CATEGORY OF EMPLOYMENT			
PROMOTION					MONTH DAY YEAR 07 19 64			Regular			
6 FUNDS		XX		V TO V		V TO CF		7 COST CENTER NO CHARGE-ABLE		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
				CF TO V		CF TO CF		5275 2100			
9 ORGANIZATIONAL DESIGNATIONS					10 LOCATION OF OFFICIAL STATION						
DDS/OTR Junior Officer Trainee Corps					Washington, D.C.						
11 POSITION TITLE					12 POSITION NUMBER			13 CAREER SERVICE DESIGNATION			
JR OF TRAINEE					748			SJ			
14 CLASSIFICATION SCHEDULE (GS, F, B, etc.)			15 OCCUPATIONAL SERIES		16 GRADE AND STEP			17 SALARY OR RATE			
GS			0090.01		9 2			\$ 7260			
18 REMARKS											
19A SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
Robert B. Freeman, C/JCTP						Matthew B. Baird, DTR				7/15/64	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEGRITY CODE		24 ADJUST CODE	
				NUMERIC ALPHABETIC						25 DATE OF BIRTH	
										MO DA. YR.	
										1 12 08 35	
26 UTE EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 CORRECTION CANCELLATION DATA		33 SECURITY REQ NO	
MO. DA. YR.				1-CYC 3-FICA 5-NONE		TYPE		MO DA. YR.		34 SEC	
										EOD DATA	
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 FEGLI HEALTH INSURANCE		40 SOCIAL SECURITY NO	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE	
3-NO 1-5 PT 2-10 PT						LAW RES PROV TEMP		8-YES 1-YES		HEALTH INS CODE	
41 PREVIOUS GOVERNMENT SERVICE DATA		42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA		45 POSITION CONTROL CERTIFICATION		46 DATE APPROVED	
CODE		CODE		CODE		CODE		CODE		DATE APPROVED	
8-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)				FORM EXECUTED 1-YES 2-NO		FORM EXECUTED 1-YES 2-NO		FORM EXECUTED 1-YES 2-NO		7/15/64	

FORM 1752 USE PREVIOUS EDITION

SECRET

EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER <b>625658</b>						2. NAME (Last-First-Middle) <b>PICCOLO, Joseph S.</b>	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT AND CHANGE OF SERVICE DESIGNATION</b>						4. EFFECTIVE DATE REQUESTED MONTH <b>01</b> DAY <b>05</b> YEAR <b>64</b>	
5. FUNDS <b>XX</b> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF <input type="checkbox"/>						6. LEGAL AUTHORITY (Completed by Office of Personnel)	
7. COST CENTER NO. CHARGEABLE <b>4275 1190 1000</b>						8. CATEGORY OF EMPLOYMENT <b>Regular</b>	
9. ORGANIZATIONAL DESIGNATIONS <b>DD8/OTR Junior Officer Trainee Corps</b>						10. LOCATION OF OFFICIAL STATION <b>Washington, D.C.</b>	
11. POSITION TITLE <b>JR OF TRAINEE</b>						12. POSITION NUMBER <b>0748</b>	
13. CAREER SERVICE DESIGNATION <b>SJ</b>						14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <b>GS</b>	
15. OCCUPATIONAL SERIES <b>0090.01</b>						16. GRADE AND STEP <b>08 2</b>	
17. SALARY OR RATE <b>6600</b>						18. REMARKS <b>Security Personnel Requested by Form 20/23 12/20/63 Subject has concurred in Change of Service Designation from D to SJ. From DDP/Special Affairs Staff, FI/CI Branch, Pos. No. 683.</b>	
cc: Security.						<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>Recorded</b> <b>CSPD</b> <i>LOW</i> </div> <div style="margin-left: 20px;"> <i>Letter for C S C S</i> <i>Robert B. Freeman</i> <i>SAC, FI/CI</i> </div>	
19a. SIGNATURE OF REQUESTING OFFICIAL <b>Robert B. Freeman, C/JOTP</b>				DATE SIGNED <b>12/10/63</b>		19b. SIGNATURE OF CAREER SERVICE APPROVING <b>MATTHEW BAIRD, DTR</b>	
DATE SIGNED <b>12/10/63</b>				DATE SIGNED <b>12/10/63</b>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE <b>37</b>		20. EMPLOYMENT CODE <b>10</b>		21. STATION CODE <b>2100</b>		22. STATION CODE <b>75013</b>	
23. DATE CAP RES <b>12 08 35</b>		24. DATE OF BIRTH <b>12 08 35</b>		25. DATE OF BIRTH <b>12 08 35</b>		26. DATE OF BIRTH <b>12 08 35</b>	
27. DATE OF BIRTH <b>12 08 35</b>		28. DATE OF BIRTH <b>12 08 35</b>		29. DATE OF BIRTH <b>12 08 35</b>		30. DATE OF BIRTH <b>12 08 35</b>	
31. DATE OF BIRTH <b>12 08 35</b>		32. DATE OF BIRTH <b>12 08 35</b>		33. DATE OF BIRTH <b>12 08 35</b>		34. DATE OF BIRTH <b>12 08 35</b>	
35. DATE OF BIRTH <b>12 08 35</b>		36. DATE OF BIRTH <b>12 08 35</b>		37. DATE OF BIRTH <b>12 08 35</b>		38. DATE OF BIRTH <b>12 08 35</b>	
39. DATE OF BIRTH <b>12 08 35</b>		40. DATE OF BIRTH <b>12 08 35</b>		41. DATE OF BIRTH <b>12 08 35</b>		42. DATE OF BIRTH <b>12 08 35</b>	
43. DATE OF BIRTH <b>12 08 35</b>		44. DATE OF BIRTH <b>12 08 35</b>		45. DATE OF BIRTH <b>12 08 35</b>		46. DATE OF BIRTH <b>12 08 35</b>	
47. DATE OF BIRTH <b>12 08 35</b>		48. DATE OF BIRTH <b>12 08 35</b>		49. DATE OF BIRTH <b>12 08 35</b>		50. DATE OF BIRTH <b>12 08 35</b>	
51. DATE OF BIRTH <b>12 08 35</b>		52. DATE OF BIRTH <b>12 08 35</b>		53. DATE OF BIRTH <b>12 08 35</b>		54. DATE OF BIRTH <b>12 08 35</b>	
55. DATE OF BIRTH <b>12 08 35</b>		56. DATE OF BIRTH <b>12 08 35</b>		57. DATE OF BIRTH <b>12 08 35</b>		58. DATE OF BIRTH <b>12 08 35</b>	
59. DATE OF BIRTH <b>12 08 35</b>		60. DATE OF BIRTH <b>12 08 35</b>		61. DATE OF BIRTH <b>12 08 35</b>		62. DATE OF BIRTH <b>12 08 35</b>	
63. DATE OF BIRTH <b>12 08 35</b>		64. DATE OF BIRTH <b>12 08 35</b>		65. DATE OF BIRTH <b>12 08 35</b>		66. DATE OF BIRTH <b>12 08 35</b>	
67. DATE OF BIRTH <b>12 08 35</b>		68. DATE OF BIRTH <b>12 08 35</b>		69. DATE OF BIRTH <b>12 08 35</b>		70. DATE OF BIRTH <b>12 08 35</b>	
71. DATE OF BIRTH <b>12 08 35</b>		72. DATE OF BIRTH <b>12 08 35</b>		73. DATE OF BIRTH <b>12 08 35</b>		74. DATE OF BIRTH <b>12 08 35</b>	
75. DATE OF BIRTH <b>12 08 35</b>		76. DATE OF BIRTH <b>12 08 35</b>		77. DATE OF BIRTH <b>12 08 35</b>		78. DATE OF BIRTH <b>12 08 35</b>	
79. DATE OF BIRTH <b>12 08 35</b>		80. DATE OF BIRTH <b>12 08 35</b>		81. DATE OF BIRTH <b>12 08 35</b>		82. DATE OF BIRTH <b>12 08 35</b>	
83. DATE OF BIRTH <b>12 08 35</b>		84. DATE OF BIRTH <b>12 08 35</b>		85. DATE OF BIRTH <b>12 08 35</b>		86. DATE OF BIRTH <b>12 08 35</b>	
87. DATE OF BIRTH <b>12 08 35</b>		88. DATE OF BIRTH <b>12 08 35</b>		89. DATE OF BIRTH <b>12 08 35</b>		90. DATE OF BIRTH <b>12 08 35</b>	
91. DATE OF BIRTH <b>12 08 35</b>		92. DATE OF BIRTH <b>12 08 35</b>		93. DATE OF BIRTH <b>12 08 35</b>		94. DATE OF BIRTH <b>12 08 35</b>	
95. DATE OF BIRTH <b>12 08 35</b>		96. DATE OF BIRTH <b>12 08 35</b>		97. DATE OF BIRTH <b>12 08 35</b>		98. DATE OF BIRTH <b>12 08 35</b>	
99. DATE OF BIRTH <b>12 08 35</b>		100. DATE OF BIRTH <b>12 08 35</b>		101. DATE OF BIRTH <b>12 08 35</b>		102. DATE OF BIRTH <b>12 08 35</b>	
103. DATE OF BIRTH <b>12 08 35</b>		104. DATE OF BIRTH <b>12 08 35</b>		105. DATE OF BIRTH <b>12 08 35</b>		106. DATE OF BIRTH <b>12 08 35</b>	
107. DATE OF BIRTH <b>12 08 35</b>		108. DATE OF BIRTH <b>12 08 35</b>		109. DATE OF BIRTH <b>12 08 35</b>		110. DATE OF BIRTH <b>12 08 35</b>	
111. DATE OF BIRTH <b>12 08 35</b>		112. DATE OF BIRTH <b>12 08 35</b>		113. DATE OF BIRTH <b>12 08 35</b>		114. DATE OF BIRTH <b>12 08 35</b>	
115. DATE OF BIRTH <b>12 08 35</b>		116. DATE OF BIRTH <b>12 08 35</b>		117. DATE OF BIRTH <b>12 08 35</b>		118. DATE OF BIRTH <b>12 08 35</b>	
119. DATE OF BIRTH <b>12 08 35</b>		120. DATE OF BIRTH <b>12 08 35</b>		121. DATE OF BIRTH <b>12 08 35</b>		122. DATE OF BIRTH <b>12 08 35</b>	
123. DATE OF BIRTH <b>12 08 35</b>		124. DATE OF BIRTH <b>12 08 35</b>		125. DATE OF BIRTH <b>12 08 35</b>		126. DATE OF BIRTH <b>12 08 35</b>	
127. DATE OF BIRTH <b>12 08 35</b>		128. DATE OF BIRTH <b>12 08 35</b>		129. DATE OF BIRTH <b>12 08 35</b>		130. DATE OF BIRTH <b>12 08 35</b>	
131. DATE OF BIRTH <b>12 08 35</b>		132. DATE OF BIRTH <b>12 08 35</b>		133. DATE OF BIRTH <b>12 08 35</b>		134. DATE OF BIRTH <b>12 08 35</b>	
135. DATE OF BIRTH <b>12 08 35</b>		136. DATE OF BIRTH <b>12 08 35</b>		137. DATE OF BIRTH <b>12 08 35</b>		138. DATE OF BIRTH <b>12 08 35</b>	
139. DATE OF BIRTH <b>12 08 35</b>		140. DATE OF BIRTH <b>12 08 35</b>		141. DATE OF BIRTH <b>12 08 35</b>		142. DATE OF BIRTH <b>12 08 35</b>	
143. DATE OF BIRTH <b>12 08 35</b>		144. DATE OF BIRTH <b>12 08 35</b>		145. DATE OF BIRTH <b>12 08 35</b>		146. DATE OF BIRTH <b>12 08 35</b>	
147. DATE OF BIRTH <b>12 08 35</b>		148. DATE OF BIRTH <b>12 08 35</b>		149. DATE OF BIRTH <b>12 08 35</b>		150. DATE OF BIRTH <b>12 08 35</b>	
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CONFIDENTIAL

27 JUN 1963

MEMORANDUM FOR: Joseph S. Piccolo  
THROUGH : Chairman/CS Panel/Section D  
SUBJECT : Application for Junior Officer Training Program

1. I am pleased to inform you that you have been accepted for the JOTP in the class of January 1964. Let me congratulate you and wish for you the maximum profit and pleasure from your proposed training.

2. You will remain in your present component until shortly before the beginning of the Integrated Training Program. At that time you will be reassigned.

3. Should you have any further questions, do not hesitate to call on Program staff members.

12/

MATTHEW BAIRD  
Director of Training

cc: Chairman/CS Panel/Sec. D ✓

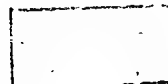
Distribution:

Orig - Addressee

1 - DTR

1 - OPers/Official File

CONFIDENTIAL



**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, Joseph S.			
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 6 1 1963		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	<input checked="" type="checkbox"/> I	<input type="checkbox"/> V TO V	<input type="checkbox"/> V TO CF	7. COST CENTER NO. CHARGEABLE 3232-1000-1000	8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff FI/CI Branch			10. LOCATION OF OFFICIAL STATION Washington, D.C.		
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0683	13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 08 (2)	17. SALARY OR RATE 6295	
18. REMARKS Promotion recommendation <del>attached</del> attached. NOTE ON 1150: Intelligence Analyst occupying Operations Officer position					
19. SIGNATURE OF REQUESTING OFFICIAL Louis W. Armstrong, C/SAS/Perf.		DATE SIGNED 9/13/63	20. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL J. J. [Signature]		DATE SIGNED 4/24/63
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
21. OFFICE CODE 22 10 11300	22. STATION CODE 545	23. DATE OF BIRTH 12 10 1935	24. DATE OF DEATH		
25. DATE EMPLOYED	26. SPECIAL REFERENCE	27. RETIREMENT DATA	28. EMPLOYMENT DATA	29. SECURITY REQ. NO.	
30. RET. PREFERENCE		31. DATE OF DEATH	32. DATE OF DEATH	33. SECURITY REQ. NO.	
34. PREVIOUS GOVERNMENT SERVICE DATA		35. DATE OF DEATH	36. DATE OF DEATH	37. SECURITY REQ. NO.	
38. POSITION CONTROL CERTIFICATION J. J. [Signature] 04/21/63		39. DATE APPROVED		40. DATE APPROVED	

Recorded by  
CSFD  
[Signature]

14-00000

**SECRET**

6 March 1963

**MEMORANDUM FOR:** Secretary, Clandestine Services Career Service Panel

**SUBJECT :** Recommendation for Promotion of Mr. Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted from GS-7 to GS-8. He has been in grade GS-7 since 19 July 1960 and was assigned to what is now the Special Affairs Staff (formerly Task Force W) on 27 August 1962.


2. As long ago as 16 June 1960 when he was a GS-6 Mr. Piccolo was considered to have merited promotion to GS-9, but an Agency policy precluding multiple grade promotions prevented his being considered for GS-9 at that time. He was promoted to GS-7 on 19 July 1960. On 4 May 1961 Mr. Piccolo was recommended for promotion to GS-8 at a time when he was expected to leave the Agency in order to comply with his obligation for military service. The recommendation was not approved on the grounds that promotion spaces were limited. Mr. Piccolo served in the Air Force between 4 October 1961 and 27 August 1962 when he returned to the Agency and began working in the CI Branch of the Special Affairs Staff.

3. Mr. Piccolo has demonstrated an aptitude for CI and FI operations and is one of the most promising younger men in the CI Branch. His performance since returning from military service has been superior in all respects.

4. I am happy to recommend Mr. Piccolo for promotion.

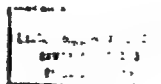
  
Harold F. Swenson  
C/SAS/CI

Recommend Approval:

  
Desmond FitzGerald  
C/SAS

Date

**SECRET**



**SECRET**  
When Filled In,

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								27 June 1962	
005658		MOCOLA, Joseph S.									
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT			
RIDE PLACEMENT (MILITARY) (casual)					07/25/62			REGULAR			
6. FUNDS		7. POST CENTER NO. CHARGE-ABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)							
Y		3252-1000-1000									
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION						
DDP Task Force W FI - CI Branch					Washington, D.C.						
11. POSITION TITLE					12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION			
ASST INTELLIGENCE <del>OFFICER</del>					0035			D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP			17. SALARY OR RATE			
GS			0301.25		07 03			5520 5,685			
18. REMARKS											
C 02/60											
<div style="text-align: center;"> OFFICE OF PERSONNEL  Date <u>9 Jul 62</u> <u>WR</u>  <u>For the Chief, OPR</u> </div>											
19. SIGNATURE OF PERSONNEL OFFICIAL				DATE SIGNED		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
Louis W. Armstrong				27 June 62		[Signature]					
<div style="text-align: center;"> SPACE BELOW FOR FACULTY USE OF THE OFFICE OF PERSONNEL </div>											
21. ACTION CODE		22. EMPLOY CODE		23. NAME		24. GRADE		25. DATE OF BIRTH		26. DATE OF DEATH	
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										265-44-1915	
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**SECRET**  
(When Filled In)

## REQUEST FOR SECURITY CLEARANCE

NAME (LAST, FIRST, MIDDLE) <b>PICCOLI, JOSEPH STEPHAN</b>				REQUEST NO. (11-2) <b>10773</b>	
POSITION TITLE <b>Intelligence Assistant</b>				REQUEST DATE (10-11) <b>12 July 1962</b>	
LOCATION (CITY, STATE, COUNTRY) <b>Washington, D.C.</b>				YEAR OF BIRTH (10-00) <b>1935</b>	
POSITION NUMBER (101-00) <b>0685</b>		OCCUP. CODE (137-40) <b>0301.28</b>		GRADE (100-40) <b>05-07</b>	
ASSIGNMENT (OFFICE, DIVISION, BRANCH) <b>IDP/TFW</b>				ORGN. CODE (100-40) <b>1</b>	
TYPE OF APPLICANT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONTRACT <input type="checkbox"/> MILITARY		CONVERSION ACTION <b>Reemployment Mil</b>		TYPE OF APPL. (100) <b>7</b>	
NAME OF REQUESTER (OR OFFICIAL) <b>E.D. Echols/bc</b>				NUGITS. & FUND (100) <b>1</b>	
TYPE OF ASSIGNMENT AND FUNDS REG <input type="checkbox"/> USF <input type="checkbox"/> PF <input type="checkbox"/> V <input type="checkbox"/> UV <input type="checkbox"/>				CLEARANCE (101) <b>1</b>	
PROVISIONAL FOR INDICATE NAME OF POOL OR GROUP				SECRET <input type="checkbox"/> FULL <input type="checkbox"/>	
ATTACHMENTS <input type="checkbox"/> PERSONAL HISTORY STATEMENT <input type="checkbox"/> PHOTOGRAPH(S)		<input type="checkbox"/> APPENDIX I <input type="checkbox"/> APPENDIX II		RECRUIT. CODE (100-40) <b>1</b>	
VETERANS STATUS <input type="checkbox"/> MALE - VETERAN <input type="checkbox"/> MALE - NON-VETERAN		<input type="checkbox"/> FEMALE - VETERAN <input type="checkbox"/> FEMALE - NON-VETERAN		VET PREP. & SER (100) <b>1</b>	
<p align="center"><b>SPACE BELOW FOR OS USE ONLY</b></p>					

IAR attached. Your Case # 109709.

Re-Employment Military

19 June 1962

Director of Personnel  
Central Intelligence Agency  
2430 "E" Street, N.W.  
Washington 25, D.C.

Dear Sir:

In accordance with the instructions I received upon departing the Agency for Military Duty, I hereby apply for reinstatement with the Agency, effective 27 August 1962. My Unit is scheduled for discharge on 24 August 1962.

Since 1 October 1961, I have been serving on active duty with the United States Air Force in the 121st Tactical Fighter Squadron which is a part of the 113th Tactical Fighter Wing, and have been stationed at Andrews AFB, Washington, D.C. with the exception of several TDY trips as noted below. I have not left the continental limits of the United States in this tour of Active Duty.

16 Oct 61 to 3 Nov 61	Nellis AFB, Las Vegas, Nevada
27 Nov 61 to 2 Dec 61	Myrtle Beach AFB, Myrtle Beach, S.C.
12 Feb 62 to 17 Mar 62	Myrtle Beach AFB, Myrtle Beach, S.C.
2 May 62 to 11 May 62	Robins AFB, Warner-Robins, Ga.

My duties have been as an Administrative Specialist, first in the Unit Maintenance Section then in the Unit Orderly Room, with an additional duty of acting First Sergeant and Disaster Control NOIC.

My financial situation dictates that I return to gainful employment at the earliest possible date, ergo the request for 27 August 1962. However, the need to attend to some personal affairs will require that I be absent from Washington D.C. for the week of 3 through 7 September 1962. Therefore, if at all possible, I would like to be placed on five (5) days of advanced annual leave for 3 through 7 September or five days LWOP. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not anticipate any further travel from the Washington D.C. area prior to my release from active duty and will be available for personal interview if desired. I may be contacted at the following address and phone number:

SGT Joseph S. Piccolo AF22928914  
121st Tactical Fighter Squadron  
Andrews AFB, Washington 25, D.C.  
Tel: 931-3218

Yours Sincerely,

Joseph S. Piccolo

OPF

TEAM

SSGT Joseph S. Piccolo AF2292891A  
121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D. C.

Dear Mr. Piccolo:

This will acknowledge the receipt of your letter dated 17 January 1962 regarding your unpaid annual leave.

We have been advised by our payroll office that a check for your unpaid annual leave will be mailed to you on 16 February 1962, in accordance with your request.

Very truly yours,

(SIGNED) H. F. HEGGEN

H. F. Heggen  
Office of Personnel

Distribution:  
O-Addressee  
1-OIT  
1-C/BSD  
1-ECB Reader

OP/BSD/ERDougherty:lab (24 Jan 62)

121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D.C.  
17 January 1962

Director of Personnel  
Central Intelligence Agency  
2430 "E" Street N.W.  
Washington, D.C.

Dear Sirs:

On 4 October 1961 I separated from the Agency as I was called to active duty with the United States Air Force in the defense mobilization. I left my annual leave, sick leave, and retirement accounts in escrow status as I planned to return to the Agency upon release from the military. I still intend to return to the Agency. However, I would now like to be paid in coin of the realm for the amount of annual leave which I left in escrow. It is further requested that my sick leave and retirement accounts be maintained on an escrow status.

Please forward correspondence on the above to the following address:

SSGT Joseph S. Piccolo AF22928914  
121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D.C.

Yours Sincerely,

*Joseph S. Piccolo*  
Joseph S. Piccolo

1/21/62 Mrs. Betty McMahon advised me that a check for unpaid annual leave would be mailed to subject on 16 Feb 62. He forwarded the receipt of this letter to Payroll Branch for attention of Mr. McMahon in accordance with her request.

Enclosure *[Signature]*

121st Tactical Fighter Squadron  
Andrews Air Force Base

7812 2106-81

DLCE/ABJ



NAME (Print or type—Last, First, Middle Initial) PICCOLO, JOSEPH S. DATE 13 April 1962  
ORGANIZATION (Unit) DDP/WH/4 PAY NO. (If required by agency) 025658

I hereby apply for 80 hours of Military leave beginning April 16, 1962 a. m. and ending April 27, 1962 P.M.  
I understand that any annual leave authorized in excess of the amount available to me during the leave year will be charged to leave without pay.  
Annual Sick Leave Without Pay, Compensatory.

NOTE TO EMPLOYEE: If you are applying for sick leave, complete the appropriate statement below.

During this absence I was:

- ☐ Incapacitated for duty by sickness or injury. **This Military Leave requested in accordance with Public Law 87-378.**  
☐ Incapacitated for duty by pregnancy and confinement. **Cost Control Chargeable: 2635 5000 8021**  
☐ Undergoing medical, dental, or optical examination or treatment.  
☐ Required to care for a member of my family ( ) with contagious disease.

☒ Required to be absent because of exposure to contagious disease. (Specify disease and explain circumstances of exposure.)

NAME AND ADDRESS OF ATTENDING PHYSICIAN OR PRACTITIONER (If any)

**I am currently on active military duty.**

REMARKS

Please mail check to: 5607 Joseph S. Piccolo, AF22928914, 121st Tactical Fighter Sqd, Andrews Air Force Base, Washington 25, D. C.

STANDARD FORM 71  
Revised April 1957  
71-104

### APPLICATION FOR LEAVE

U. S. Civil Service Commission  
Chapter 11—FPM

4/14/62  
Orig. fwd to Phil Bowers. 1414 Barton Hall.  
EWS

3 April 1962

Mr. W.F. Pepper  
Chief, Benefits and Services Division  
Central Intelligence Agency  
Washington 25, D.C.

Dear Mr. Pepper:

Enclosed please find the signed Application for Leave as requested in your letter. Your attention and consideration of this matter in my behalf is greatly appreciated.

Please forward any further correspondence on this matter to my address at Andrews Air Force Base, Washington D.C.

Hoping for an early release from duty and return to the fold, I remain,

Yours Sincerely,

  
Joseph S. Piccolo

RECEIVED

APR 2 1 54 PM '62

SSGT Joseph S. Piccolo, AF27928914  
121st Tactical Fighter Squadron  
Andrews Air Force Base  
Washington 25, D. C.

Dear Mr. Piccolo:

We have reviewed your Agency personnel file in connection with your military separation which was effective 4 October 1961.

Our interpretation of Comptroller General rulings indicate that the provisions of Public Law 87-378 would preclude any further military leave for employees in your category during the calendar year 1961. However, this is not viewed as erasing your entitlement to military leave in 1962 for this period of active duty.

Our records reveal that you were granted 3 days military leave in October 1961 for this tour of active duty, and accordingly, we believe that you are entitled to an additional 12 days of paid military leave.

We have enclosed an Application for Leave (Standard Form 71) for your signature and return to us. We will complete the form for you and forward it to your office for their approval.

Very truly yours,

H. F. Heggan  
Chief, Benefits and Services Division

Enclosure:  
Standard Form 71  
Distribution:  
0 - Addressee  
1 - GOC  
1 - L/Pers  
1 - C/ASD  
1 - OPP  
1 - BCU Rm

*151 H. Richard Chew*  
CONCUR: Office of General Counsel

CF/ASD/ECU/ADougherty:pma (15 March 62)

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 25648				2. NAME (Last-First-Middle) PICCOLLO, Joseph S. <i>aff date 10/4/61 EKS</i>	
3. NATURE OF PERSONNEL ACTION SEPARATION (MILITARY) <i>LWD</i>				4. EFFECTIVE DATE REQUESTED <i>10/29/61</i>	
5. FUNDS <input checked="" type="checkbox"/> X <input type="checkbox"/> V TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO V <input type="checkbox"/> CF TO CF				6. CATEGORY OF EMPLOYMENT REGULAR	
7. POST CENTER NO. (Changeable) 2635-5000-2721				8. LEGAL AUTHORITY (Completed by Office of Personnel) C. S. REG. 32.2	
9. ORGANIZATIONAL DESIGNATIONS DDF, AS Divn. Branch 4				10. LOCATION OF OFFICIAL STATION Washington, D. C.	
11. POSITION NUMBER <i>Intelligence ASST (D)</i>				12. POSITION NUMBER 0629	
13. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS (7)				14. GRADE AND STEP 07 (2)	
15. OCCUPATIONAL SERIES 0301.28				16. SALARY OR RATE 5520	
17. REMARKS Subject requests that payment for unused Annual Leave and retirement benefits be held in escrow pending his return from military service. <i>mil leave 2-4 at 61. EKS</i> <i>LWD - 29 Oct 61</i> <i>1 cv to Payroll</i>					
18. SIGNATURE OF REQUESTING OFFICIAL <i>Phil C. Rogers</i> PHILIP C. ROGERS, Chief, AF/Personnel				19. SIGNATURE OF CAPPER SERVICE APPROVING OFFICER <i>James W. Washburn</i>	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE 48 12		21. OFFICE CODE NUMERIC ALPHABETIC		22. STATION CODE	
23. DATE OF ACTION 12/08/35		24. DATE OF ACTION 12/08/35		25. DATE OF ACTION 12/08/35	
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PSC 1 1 OCT 1961

NOTIFICATION OF PERSONNEL ACTION							
CLF							
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)					
025058		PICCOLO JOSEPH S					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
SEPARATION (MILITARY)				NO. DA YR. 10 04 61		REGULAR	
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE	
X		CF TO V		CF TO CF		8. CSC OR OTHER LEGAL AUTHORITY	
						2035 5000 8021 C.S. RLG. 35.2	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
INTELLIGENCE ASST				0629		D	
14. CLASSIFICATION SCHEDULE (GS, WB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0301.28		07 2		9520	
18. REMARKS							
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.							
SIGNATURE OR OTHER AUTHENTICATION							

HEADQUARTERS  
110TH TACTICAL FIGHTER WING  
District of Columbia Air National Guard  
Andrews Air Force Base, Washington 25, D. C.

SPECIAL ORDERS)  
NUMBER 228)

13 September 1961

1. By direction of the President, the following named Airmen, (ANGUS), are ordered to extended active duty IAW Special Order G-34, Hq Tactical Air Command, Dated 1 September 1961 Involuntary, IAW AFM 45-2, 1 May 1961.

ADN Number: AMS 002.

ASSIGNMENT: Relieved from 121st Tactical Fighter Squadron (SD), District of Columbia Air National Guard, Andrews Air Force Base, Washington 25, D. C. and assigned to 121st Tactical Fighter Squadron (SD), Andrews Air Force Base, Washington 25, D. C., Tactical Air Command, with further assignment 12th Air Force.

REPORTING DATA: Effective date of entry 1 October 1961. Individuals will proceed to Andrews Air Force Base, Washington 25, D. C. on effective date of duty. Report to Commander, 121st Tactical Fighter Squadron (SD), not later than 0800, 1 October 1961.

GENERAL INSTRUCTIONS: Continuation on active duty is upon successful completion of physical examination to be accomplished as soon as practicable after reporting for duty unless already accomplished. Individuals not successfully completing physical examination will be processed for release IAW AFM 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAF Message AFCCF 98401, 31 August 1961 and DAF AFPM Letter 653M, 29 August 1961.

TRANSPORTATION: Travel as directed is necessary in the Military Service. Travel by privately owned conveyance with NO days travel time authorized. If privately owned conveyance is not used, travel time will be the time of common carrier used. Transportation of dependents and movement of household goods is not authorized except as specifically provided by AFM 45-2.

FUNDING: AMS PAY & ALMS: 5723500 248-211 P514 S503725 0100

TRAVEL: 5723500 P534.02 S503725 2132 2290

AIRMEN

SSgt ARTHUR S JETT SR, AF13474686, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 8 April 1962)(HQR: Box 322A, 300 Bellefonte Lane, Clinton, Md)

SSgt HARRY E KNUITSON, AFJ7562536, PAFSC 70250, DAFSC 70250, (Date of Separation: 12 November 1963)(HQR: 822 Green Street, Alexandria, Va)

SSgt BARRY C MADDEN, AF13463856, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 15 March 1963)(HQR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AF13535676, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 May 1964)(HQR: 5411 Humphrey Drive, Washington 28, DC)

SSgt GRANVILLE R NICHOLS, AF13464103, PAFSC 43151C, DAFSC 43171C, (Date of Separation: 5 May 1963)(HQR: 6423 Pendall Drive SE, Washington 20, DC)

SO 228 HQ 113TH TACFTRNG, DCANG, Andrews AFB, Washington 25, DC, 13 Sep 61

SSgt JAMES J PENNINGTON, AF13422714, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 23 August 1962)(HQR: Cheltenham, MI)

SSgt JOSEPH S PICCOLI, AF22928914, PAFSC 70250, DAFSC 70250, (Date of Separation: 8 September 1963)(HQR: 1850 Columbia Pike, Arlington 4, VA)

SSgt HAROLD S QUILLIN JR, AF13546060, PAFSC 27150, DAFSC 27150, (Date of Separation: 26 June 1962)(HQR: 3404 79th Ave SE, Washington 25, DC)

SSgt RAYMOND D SHAUVER, AF16431357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 February 1963)(HQR: Box 111, Clinton, MI)

SSgt ROBERT J SPREDEL, AF22928352, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 March 1962)(HQR: Old Stage Rd, Mitchellville, MI)

SSgt CLIFFORD N STONE, AF13466764, PAFSC 64650, DAFSC 64670, (Date of Separation: 13 March 1964)(HQR: 909 Emerson Street Rd, Washington, DC)

SSgt JOHN J TOLKOWICZ, AF13444357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964)(HQR: 122 72th St, Seat Pleasant, MI)

ALC RONALD E ANDERSON, AF22928298, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 September 1963)(HQR: 908 Hudson Ave, Takoma Park, MI)(Over 4 Yrs Svc)

ALC ROBERT D BARNES, AF18501663, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 October 1963)(HQR: 7608 Atwood Drive, District Heights, MI)(Over 4 Yrs Svc)

ALC JOHN F BLOCK, AF22928211, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 10 March 1962)(HQR: 214 S. Adam Street, Arlington 4, Va)(Over 4 Yrs Svc)

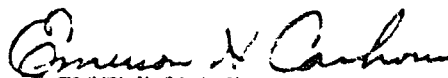
ALC CARL W BRAGG, AF13574198, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 12 August 1963)(HQR: 4 W. Nelson Street, Apt 302, Alexandria, Va)(Over 4 Yrs Svc)

ALC JIMMY L CARTER, AF18496533, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 3 June 1963)(HQR: 4704 Hudson Ave, Apt 3, Washington 25, DC)(Over 4 Yrs Svc)

ALC EDWARD J JENKINS, AF22932705, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 18 January 1963)(HQR: 3594 Martha Curtis Drive, Alexandria, Va)(Over 4 Yrs Svc)

ALC FRANCIS M KOSCHEKA, AF23739492, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 April 1964)(HQR: 7354 Forrest Rd, Apt 201, Hyattsville, MI)(Over 4 Yrs Svc)

FOR THE COMMANDER:

  
EMERSON H CASHOCK  
CWO W-3, DCANG  
Asst Administrative Officer

DISTRIBUTION

V to V		V to UV		<b>SECRET</b> (When Filled In)	<b>REQUEST FOR PERSONNEL ACTION</b>		DATE PREPARED		
UV to V		UV to UV					Mo	Da	Yr
1 Special File		2 Name (Last First Middle)			3 Date of Birth		4 Val. Prof.		5 Sex
12/5/37		MILCOLO JOSEPH C			12/31/37		0		M
7 SCD		8 CSC Permit		9 CSC Or Other Legal Authority		10 Agent Authority		11 REG	
12/27/54		1		50 USCA 403 J		12/27/54		12/27/54	

3A

## CURRENT ASSIGNMENT

16 Organizational Designations		17 Code		18 Location Of Official Station		19 Station Code	
DEPT WH BRANCH 4		4617		WASH., D.C.		75013	
20 Dept - Field		21 Position Title		22 Position No		23 Occup Series	
2		INTELL ASST		0629		GS 0701.28	
24 Grade & Step		25 Salary Or Rate		26 SD		27 Date Of Grade	
GS 12		\$4995		D		06/28/59	
28 Pst Due		29 Appropriation Number		30		31	
12/26/60		1235 1000 1000					

ACTION 06 25 61

32 Nature Of Action		33 Code		34 Pst Date		35 Type Of Employee		36 Code		37 Separation Date	
PROMOTION		30		07/24/60		REGULAR		06			

## PROPOSED ASSIGNMENT

38 Organizational Designations		39 Code		40 Location Of Official Station		41 Station Code	
		4617				75013	
42 Dept - Field		43 Position Title		44 Position No		45 Occup Series	
2						GS	
46 Grade & Step		47 Salary Or Rate		48 SD		49 Date Of Grade	
GS 07		\$4980.5355		D		07/24/60	
50 Pst Due		51 Appropriation Number		52		53	
07/23/61							

## SOURCE OF REQUEST

54 Requested By (Signature And Title)		55 Request Approved By (Signature And Title)		56 Date Approved	
C. BOWERS WH/PERSONNEL OFFICER					
57 For Additional Information Call (Name & Telephone Ext.)					
John Washinko X8242					

## CLEARANCES

58 Clearance		59 Signature		60 Date	
A. Current Status		WR		7/24/60	
B. For Control		WR		7-25-60	
C. Classification		Approved By		7-25-60	
Remarks		Recorded by CSPD 7-22-60			



**SECRET****REQUEST FOR PERSONNEL ACTION**

1. Serial No. 525598		2. Name (Last-First-Middle) MICHAEL JOSEPH S.		3. Date Of Birth Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		4. Vet. Pref. None-0 5 Pt-1 10 Pt-2		5. Sex M 1		6. CS - LOD Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.	
7. SCD Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		8. CSC Rating Yes-1 No-2		9. CSC Or Other Legal Authority 50 USC 403		10. Apmt. Affidav. Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		11. FEGLI - 18 Yes-1 No-2		12. LCD Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.	
12. Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		13. Yes-1 No-2		14. Code 1		15. Yes-1 No-2		16. Code 1		17. Yes-1 No-2	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations CS/CS DEV COMP DDP WH DIVISION		Code 4685		15. Location Of Official Station WASH., D.C.		Station Code 75013	
16. Dept. - Field Dept. - USfld - Frgn -		17. Position Title MAIL AND FILE SUP		18. Position No. 011060		19. Serv. GS	
20. Occup. Series 0305.05		21. Grade & Step 06 1		22. Salary Or Rate \$ 4490		23. SD DS	
24. Date Of Grade Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		25. PSI Due Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		26. Appropriation Number 0320 1978			

**ACTION**

27. Nature Of Action REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		Code 01		28. Eff. Date Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		29. Type Of Employee REGULAR		Code 01		30. Separation Data	
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**PRESENT ASSIGNMENT**

31. Organizational Designations DIP WH BRANCH 4		Code 4617		32. Location Of Official Station WASH., D. C.		Station Code	
33. Dept. - Field Dept. - X USfld - Frgn -		34. Position Title INTELL ASST		35. Position No. BA-629		36. Serv. GS	
37. Occup. Series 0301.28		38. Grade & Step 06 1		39. Salary Or Rate \$ 4490		40. SD D	
41. Date Of Grade Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		42. PSI Due Mo. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.		43. Appropriation Number 0235 1000 1000			

**SOURCE OF REQUEST**

A. Requested By (Name And Title) P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title) PAT CASSELL R9242	
B. For Additional Information Call (Name & Telephone Ext.)			

**CLEARANCES**

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		B. Pos. Control		C. Classification		D. Placement		E. Approved By		F. Approved By	

Remarks Staffing Complement Change		2 copies to Security.		Recorded by ESPB	
---------------------------------------	--	-----------------------	--	---------------------	--

**SECRET**

4-12-60

00000

S-E-C-R-E-T


MEMORANDUM FOR: Joseph S. Piccolo

VIA : Chief, WH

1. The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.

2. You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destruction of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.

3. At the meeting of 15 March 1960, you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.

  
WENDELL E. LITTLE  
DDP/RMO

cc: Personnel Jacket of Addressee

S-E-C-R-E-T

SECRET

## REQUEST FOR PERSONNEL ACTION

1. Serial No			2. Name (Last-First-Middle)			3. Date Of Birth			4. Vol. Pref.			5. Sex			6. CS - LCD		
525658			PICCOLO JOSEPH S			Mo. Da. Yr. 12 06 35			None 0 5 Pt-1 10 Pt-9			Code 0 M 1			Mo. Da. Yr. 02 04 57		
7. SCD			8. CSC Ref.			9. CSC Or Other Legal Authority			10. Appt. Affidav			11. FLGLI			12. LCD		
Mo. Da. Yr. 12 27 54			Yes-1 No-2			Code 1			50 USCA 403 J			Mo. Da. Yr. Mo. Da. Yr. No-2			Yes-1 No-2		

## PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
COP WH BRANCH III MEXICO CITY, MEXICO STATION				4652		MEXICO CITY, MEXICO				35075	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occur. Series			
Dept. - USId - Frqn -		Code 5		MAIL AND FILE SUP		0510		GS		0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 1		\$ 4490		DS		Mo. Da. Yr. 06 28 59		Mo. Da. Yr. 06 26 60		0135-5700-3000 <del>XXXXXXXXXXXX</del>	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
REASSIGNMENT		17/54		Mo. Da. Yr. 6/1/60		REGULAR		01			

## PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION				0658		WASHINGTON, D. C.					
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occur. Series			
Dept. - USId - Frqn -		Code 1				01060					
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
		\$				Mo. Da. Yr. Mo. Da. Yr.				0320-1998	

## SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. BOWERS WH/PERSONNEL OFFICER			
B. For Additional Information Call (Name & Telephone Ext.)			
Pat Cassell X8242			

## CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		B. Pos. Control		C. Classification		D. Placement		E. Approved R.			
17/54		17/54		17/54		17/54		17/54			

Remarks: OTHER - PENDING LEAVE AT EXPIRATION OF ANNUAL LEAVE  
 2 copies to Security Office.

SECRET

SECRET

## REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prnt	5. Ser	6. CS - LEO
	PICCOLO, JOSEPH S.	Mo. Da. Yr. 12 08 35	None 0 5 Pt-1 10 Pt-2	Code 0	Mo. Da. Yr. M 1
7. SCB	8. CSC Form	9. CSC Or Other Legal Authority	10. Appt. Affidav.	11. FICIT	12. LEO
Mo. Da. Yr.	Yes-1 No-2	Code 1	Mo. Da. Yr.	Yes-1 No-2	Code

## PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION		WASHINGTON, D. C.	
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv. 20. Occup. Series
Dept. - USfld - Frqn -	Code		
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade
\$			Mo. Da. Yr. 6 28 59
			25. PSI Due
			Mo. Da. Yr. 6 26 60
			26. Appropriation Number
			0320-1998

## ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	30. Separation Data
LEAVE WITHOUT PAY (Not to exceed 12 mos.)		Mo. Da. Yr. 11 15 60	REGULAR	

## PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
		1-25-60	
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv. 37. Occup. Series
Dept. - USfld - Frqn -	Code		
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade
\$			Mo. Da. Yr. 11 15 60
			42. PSI Due
			Mo. Da. Yr.
			43. Appropriation Number

## SOURCE OF REQUEST

A. Requested By (Name And Title)	C. Request Approved By (Signature And Title)
P. C. BOWERS WH/PERSONNEL OFFICER	
B. For Additional Information Call (Name & Telephone Ext.)	
Pat Case 11 X8242	

## CLEARANCES

Clearance	Signature	Clearance	Signature	Date
A. Career Eval		B. Placement		
B. Pos. Control		C. Classification		
C. Classification		F. Approved By		

## Remarks

Leave Without Pay to begin upon expiration of annual leave. LWOP status not to exceed twelve months.

1 copy to Security 1 copy to Finance

SECRET

SECRET

## REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)		3. Date Of Birth		4. Var. From		5. Sex		6. CS - EOP	
10000		RONALD BOWERS		Mo. Da. Yr.		None-0 5 Pt-1 10 Pt-2				Mo. Da. Yr.	
7. SCB		8. Rank		9. CSC Or Other Legal Authority		10. Appt. Affid. Yr.		11. FEGLI		12. FCD	
Mo. Da. Yr.		Yes-1 No-2		Code		Mo. Da. Yr.		Yes-1 No-2		Code	
10/11/59		1		10000		Mo. Da. Yr.		10/11/59		1	

## PREVIOUS ASSIGNMENT

14. Organizational Designations		Code		15. Location Of Official Station		Station Code	
JOP W41 BRANCH 111 MEXICO CITY		1000		MEXICO CITY, MEXICO		10-75	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.	
Dept. - USMID - Fgn -		10000		1000		10000	
20. Grade & Step		21. Salary Or Rate		22. SD		23. Date Of Grade	
1000		\$ 1.00		1000		Mo. Da. Yr.	
						24. PSI Due	
						Mo. Da. Yr.	
						25. Appropriation Number	
						9 0000 0000	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		1000		6-15-59		REGULAR		1			

## PRESENT ASSIGNMENT

31. Organizational Designations		Code		32. Location Of Official Station		Station Code	
		1000					
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.	
Dept. - USMID - Fgn -		1000		1000		1000	
37. Grade & Step		38. Salary Or Rate		39. SD		40. Date Of Grade	
6 1		\$ 1.00		1000		Mo. Da. Yr.	
						41. PSI Due	
						Mo. Da. Yr.	
						42. Appropriation Number	
						9 0000 0000	

## SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. BOWERS JR. PERSONNEL OFFICER			
B. For Additional Information Call (Name & Telephone Ext.)			
Ronald Brandon 1000			
CLEARANCES			
Clearance	Signature	Date	Clearance
A. Career Board		6-15-59	B. Placement
B. Pos. Control		6-15-59	C. Approved By
C. Classification			6-15-59
Remarks			
1000 5 10 20			
Recorded by 0000			

SECRET

REQUEST FOR PERSONNEL ACTION															SECRET		
1. Serial No.		2. Name (Last-First-Middle)					3. Date of Birth			4. Var. Pref.		5. Sex		6. CS-100			
24551		PERCLO JOSEPH S					Mo. Da. Yr.			None 11 Code		M 1		Mo. Da. Yr.			
7. S.D.		8. CSC Rate		9. CSC Or Other Legal Authority			10. Appt. Authority			11. H.C.I.		12. L.C.D.		13. S.C. Code			
Mo. Da. Yr.		Yes-1 Code		No-8			Mo. Da. Yr.			Yes-1 Code		Mo. Da. Yr.		Yes-1 Code			
12 27 54		1		50 USCA 403 J			Mo. Da. Yr.			No-7		13 24 54		No-8 2			

#### PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
BRANCH III MEXICO CITY, MEXICO STATION				4651		MEXICO CITY, MEXICO				45075	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Data - Code		MAIL AND FILE CLERK				510		GS		0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 & 2		\$ 3850.		DS		Mo. Da. Yr.		Mo. Da. Yr.		E 3570 55 000	
		<del>3000 2500</del>				02 10 57		02 10 57			

#### ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code: 30. Separation Data	
PROMOTION				Mo. Da. Yr.		Regular			
				19 JUN 1958					

#### PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
				4652							
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Data - Code											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
5 1		\$ 4040.		DS		Mo. Da. Yr.		Mo. Da. Yr.			
		<del>3670 00</del>				1 1 54		6 12 54			

#### SOURCE OF REQUEST

A. Requested By (Name And Title)				C. Request Approved By (Signature And Title)			
P. C. Powers / Personnel Officer							
B. For Additional Information Call (Name & Telephone Ext.)							
John Washinko X-242							
CLEARANCES							
Clearance		Signature		Date		Clearance	
A. Career						B. Placement	
B. Post Control						E.	
C. Classification						F. Approved By	
Remarks							

Air Pouch

MO4-T-242  
RYBAT-0728

Chief, WII Division

4 June 1958

Chief of Station, Mexico City

Administrative

Promotion Recommendation - [REDACTED] PICCOLO, Joseph S.

**ACTION REQUESTED:** Consideration of recommended promotion

1. It is recommended that [REDACTED] be promoted from GS-4 to GS-6. [REDACTED] has been in grade since 4 February 1957 and has been on duty at the Mexico City Station since 2 December 1957.

2. Since his arrival at this Station, [REDACTED] has demonstrated his ability to assume increasing responsibility and definite potential as a supervisor. He has displayed initiative and intelligence in the handling of records management problems and has come up with several time saving suggestions which have been adopted with resulting efficiency. He is a conscientious and very hard worker, putting in many hours of overtime in an attempt to bring the files up to date.

3. A separate dispatch is being prepared which will recommend a reorganization of the slots presently on the Mexico City T/O for the Registry Section, in order to bring the grades into a more realistic relation to the greatly increased workload which has developed during the past two years. A request for the reclassification of [REDACTED] slot, Slot #BAF-402 to GS-7 will be included in this separate dispatch, along with appropriate job descriptions.

Winston R. Scott  
[REDACTED]

RTT  
3 June 1958

Distribution  
3 - Hqs  
2 - Files

SECRET

Classify According  
To Legend

REQUEST FOR PERSONNEL ACTION												(10 Oct 57)			
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Ser. Pref.		5. Sex		6. CS - EOD		
		MR. JOSEPH E. PICCOLO				Mo Da Yr 12 8 35			Name Code 5 16		M		Mo Da Yr		
7. SCD		8. CSC Reim.		9. CSC Or Other Legal Authority		10. Appt. Affidav.			11. FEEL		12. LCD		13. SCD		
Mo Da Yr		Yes - 1 No - 2				Mo Da Yr			Yes - 1 No - 2		Mo Da Yr		Yes - 1 No - 2		

PREVIOUS ASSIGNMENT

VOUCHERED

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/FI Records Integration Division Analysis & Operations Branch Index Section						Washington, D.C.					
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept. - X Usfid. Frag.		File Clerk				424.09		GS		0305.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
DB-4 1		3415		DB		Mo Da Yr		Mo Da Yr		S-2309-23	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
Reassignment Transfer of Funds		40000000		Mo Da Yr 11 10 57		Regular					

PRESENT ASSIGNMENT

UNVOUCHERED

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/WH Branch III Mexico City, Mexico Station				46051		Mexico City, Mexico				46075	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. - X Usfid. Frag.		Mail & File Clerk				BAF + 510		GS		0305.05	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
DB-4 1		3415		DB		Mo Da Yr 02 04 57		Mo Da Yr 02 04 58		S-3570-55-000	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. BOWERS, WH/Personnel Officer			
B. For Additional Information Call (Name & Telephone Ext.)			
H. C. MONTAGUE, E-6242			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement		
B. Pos. Control			E.		
C. Classification			F. Approved By		

Remarks: 2 Copies to Security & Transfer FROM Vouchered Funds TO Unvouchered Funds.  
\* Memorandum submitted to Management on 27 September 1957 requesting the establishment of this position.



*file*

16 September 1957

PICCOLO, Joseph S.

Mexico City      RAF-153

File Clerk\*

Subject will be blocking Secy-Steno slot

*Robert M. Dahlgren*  
R. M. DAHLGREN*Robert S. Waffles*  
Robert S. WAFFLES*J. C. King*  
J. C. KING

13 February 1957

TO: CIA Security Control Officer

VIA: 1) Chief, Interim Assignment Section  
2) Chief, Employee Services

FROM: Joseph S. Piccolo

SUBJECT: Permission to continue in Course

1. It is requested that I be granted permission to continue in the following evening course at the University of Virginia's Northern Extension in Arlington:

U. S. History - Mondays - 7:00 to 9:40 P.M.

2. It is understood that tuition and all other expenses will be borne by the undersigned.

*Joseph S. Piccolo*  
Joseph S. Piccolo

Distribution:  
Original and 3 - Employee Services  
1 - IAS

APPROVED FOR THE  
DIRECTOR OF PERSONNEL

Employee will make no reference to, or discuss his CIA connection, assignment or duties while participating in above activity.

*Joseph S. Reff*  
JOSEPH S. REFF  
C/ASD

STANDARD FORM 52  
PREPARED BY THE  
U. S. CIVIL SERVICE COMMISSION  
BUREAU OF PERSONNEL  
MAY 1954, CHAPTER II

## REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in resignation data on reverse.

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname) <b>Mr. Joseph Stephan Piccolo</b>	2. DATE OF BIRTH <b>8 Dec 1935</b>	3. REQUEST <b>DL 101</b> <b>C-63-51</b>	4. DATE OF REQUEST <b>1 Aug 1956</b>
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Excepted Appointment</b>		6. EFFECTIVE DATE & PROPOSED: <b>47 M57</b>	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	

FROM—	9. POSITION TITLE AND NUMBER	TO—
	10. SERVICE GRADE AND SALARY <b>GS-0305.01-4 \$3415.00 pa</b>	<b>File Clerk BV-424.09 / 101</b>
	11. ORGANIZATIONAL DESIGNATIONS <b>DDP/FI Records Integration Division Analysis &amp; Operations Branch Index Section Washington, D.C.</b>	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)  
Applicant - double slot. *See subject's record for details of previous service.*  
Draft deferment and restoration conditions per R 20-410, para. 5b.

B. REQUESTED BY (Name and title)  
**John V. Scott, Chief/RI**

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)  
**Ruth Robinson, Ext. 2510**

13. VETERAN PREFERENCE NONE <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> 10 POINT DISAB. OTHER	14. POSITION CLASSIFICATION ACTION REQ. VAC. I. A. REAL	Concurred in by DS Career Service Panel SD: DS 1 Aug 56
--	--	--

15. SEX M <input checked="" type="checkbox"/> F	16. APPROPRIATION FROM TO <b>7-2309-23</b>	17. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) <b>Yes</b>	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
--	--	--	--	---

20. STANDARD FORM 50 REMARKS  
**11867**  
**24**  
**DO NOT PROCEED TO SET UP**

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. C. S. OR PAY CONTR.			
C. CLASSIFICATION			
D. PAYMENT OF FUEL			

22. SIGNATURE OF REQUESTING OFFICE  
**Robert L. Felling**

STANDARD FORM NO. 64

*Office Memorandum* • UNITED STATES GOVERNMENT

TO :

*File*

DATE:

*1/30/57*

FROM :

*M. George Lido*

SUBJECT:

*Pinto, Joseph*

*Subject called today and will  
be in Monday, 4 February 1957.*

30 January 1957

Mr. Joseph S. Piccolo  
2210 - 20th Street, N. W.  
Washington, D. C.

Dear Mr. Piccolo:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$3415.00 per annum.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidavit, participating in a final security interview and completing a medical examination which will include determination of physical health and emotional stability. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please telephone Mrs. Martha George-Adis on Executive 3-6115, extension 2781, as soon as possible, in order to arrange an entrance-on-duty date. If at all possible, we would appreciate your selecting a Monday.

Please report to the Receptionist at Curle Hall at 8:15 a.m. and ask for Mrs. George-Adis on the reporting-for-duty date that you establish with this office. Curle Hall is located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Ohio Drive.

The gross salary quoted will be subject to deductions for Federal income tax and 6 1/2 percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance are available to Federal civilian employees. The enclosed pamphlet outlines the features of the program and lists the amount which will be deducted from your salary each pay period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

00000

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. George-Adis will be glad to discuss them with you when you call.

Very truly yours,

G. M. Stewart  
Director of Personnel

Enclosures (2)  
Life Insurance Pamphlet  
Map

OP/CORRES/bjs(George-Adis)

## Office Memorandum • UNITED STATES GOVERNMENT

TO :

Tale

DATE

11 Jan 1957

FROM :

M. Smith

SUBJECT:

Pierola, Joseph

(Worked over Gladys, M.C., who admitted that  
Subject will be a power man.

## Office Memorandum • UNITED STATES GOVERNMENT

TO :

Tale

DATE

27 Jan 1957

FROM :

M. Smith

SUBJECT:

Pierola, Joseph

After our meeting, I was told that Gladys  
Gladys in M.C. admitted that the subject was  
consulting further information. She said that she  
had some information on the subject and she  
had been reading it.

19 November 1956

Mr. Joseph S. Ficcolo  
2210 - 20th Street, N. W.  
Washington, D. C.

Dear Mr. Ficcolo:

This is to assure you that processing is continuing  
on your application for employment with this Agency.

Please advise us if any circumstance should arise  
which might affect your interest in employment with this  
organization.

Your continued interest and patience are appreciated.

Very truly yours,

H. G. Reynolds  
Director of Personnel

OP/CORRES/JN (Smith)



12 September 1958

Mr. Joseph S. Piccolo  
2210 - 20th Street, N. W.  
Washington, D. C.

Dear Mr. Piccolo:

A review of the medical history information which you submitted indicates that for proper medical evaluation it is necessary that you come to our medical office for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled at 8:30 a.m., on any Tuesday, Thursday or Friday. Please advise Miss Ruth Griffin by letter, 2430 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-6115, extension 2781, of the date you will be able to report. We would appreciate your giving us at least two weeks advance notice. When you come for your examination, please report to our Medical Office in Central Building, 2430 E Street, N.W. Inasmuch as some parts of the examination are given in the morning and others in the afternoon, it is necessary that you plan to be here the entire day.

We will not be able to reimburse you for any travel or incidental expenses which you incur for this purpose.

Very truly yours,

H. G. Reynolds  
Director of Personnel

OP/CORRES/bjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo  
2210 - 20th Street N. W.  
Washington, D.C.

Dear Mr. Piccolo:

We are pleased to inform you that your application for employment with this Agency has been reviewed with interest by appropriate officials and that actual processing has been initiated for a position at Grade GS-4, salary \$3415.00 per annum.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If it should develop that you cannot accept the position, please let us know immediately. If you have any questions concerning your application, please do not hesitate to get in touch with us. Your future correspondence or inquiries should be directed to the attention of Miss Ruth Griffin.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

H. G. Reynolds  
Director of Personnel

OP/Correw/sed/Griffin

**SECRET**  
(When Filled In)

REQUEST FOR SECURITY CLEARANCE										REQUEST NO. (1-5) <b>C-6351 71</b>	
NAME (LAST - FIRST - MIDDLE) <b>PICCOLO, JOSEPH STEPHAN</b>										REQUEST DATE (6 11) <b>21 Aug 56</b>	
(10 - 20)										YEAR OF BIRTH (29-30) <b>1935</b>	
POSITION TITLE <b>File Clerk</b>				POSITION NUMBER (31 - 36) <b>624.09</b>		OCCUP. CODE (37 - 42) <b>0305.01</b>		GRADE (43-44) <b>GS-05</b>			
LOCATION (CITY, STATE, COUNTRY) <b>Washington, D. C.</b>				ASSIGNMENT (OFFICE, DIVISION, BRANCH) <b>DDP/FI/RI</b>				ORGN. CODE (45-48)			
TYPE OF APPLICANT		<input checked="" type="checkbox"/> REGULAR		<input type="checkbox"/> CONSULTANT		CONVERSION ACTION		IF OTHER, SPECIFY:		TYPE OF APPL. (49) <b>1</b>	
<input type="checkbox"/> CONTRACT		<input type="checkbox"/> MILITARY									
NAME OF REQUESTER (OR OFFICIAL) <b>H. G. Reynolds</b>				TYPE OF ASSIGNMENT AND FUNDS				HDQTRS & FUND (50) <b>2</b>			
<input checked="" type="checkbox"/> REG				<input type="checkbox"/> USF				<input checked="" type="checkbox"/> V			
<input type="checkbox"/> UV				<input checked="" type="checkbox"/> FULL				<input type="checkbox"/> SECRET			
CLEARANCE REQUIRED		PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP):						<input checked="" type="checkbox"/> FULL		CLEARANCE (51) <b>1</b>	
<input checked="" type="checkbox"/> PERSONAL HISTORY STATEMENT		<input checked="" type="checkbox"/> APPENDIX I		<input type="checkbox"/> REQUEST FOR WAIVER		<input type="checkbox"/> REPORT OF INTERVIEW		<input type="checkbox"/> RECRUIT. CODE (52-54) <b>101</b>		<input type="checkbox"/> VET. PREF. & SEX (55) <b>2</b>	
<input type="checkbox"/> PHOTOGRAPH(S)		<input type="checkbox"/> APPENDIX II		<input checked="" type="checkbox"/>							
VETERANS STATUS		<input type="checkbox"/> MALE - VETERAN		<input type="checkbox"/> FEMALE - VETERAN							
<input checked="" type="checkbox"/> MALE - NON-VETERAN		<input type="checkbox"/> FEMALE - NON-VETERAN									
REMARKS:											
1(SO) 1(OTF)											
SPACE BELOW FOR SO USE ONLY											

16 July 1956

Mr. Joseph Stephan Piccolo  
2210 20th Street, N. W.  
Washington, D. C.

Dear Mr. Piccolo:

Your application for employment with this Agency is presently under active review. Appropriate members of our staff will determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, we will make every effort to expedite a determination. Should there be unavoidable delays in reaching a decision, we shall do our best to keep you as fully informed as possible regarding the status of your case.

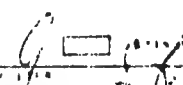
In the meantime, if you should have any questions, feel free to get in touch with us by mail. We ask your patience and assure you of our desire to make the review period as short as is compatible with the careful evaluation to which we feel each case is entitled.

Very truly yours,

H. G. Reynolds  
Director of Personnel

OP/Correa/evm(Hennings)

**CONFIDENTIAL**  
(When Filled In)

<b>CLERICAL &amp; COMMUNICATIONS REPORT OF INTERVIEW</b>		DATE AND PLACE OF INTERVIEW <b>31 May 1956, Washington, D.C.</b>		CLEARANCE REQUESTED FULL <input type="checkbox"/> PROFESSIONAL <input type="checkbox"/>	
		SOURCE <b>Gordon B. Lamb, another applicant.</b>		AVAILABILITY DATE	
NAME (Last - First - Middle) <b>PICCOLO, Joseph Stephan</b>		MARITAL STATUS <b>Single</b>	SEX <b>M</b>	DATE OF BIRTH <b>8 December 1935</b>	
PERMANENT ADDRESS <b>1636 - W.E. 20th Street, Ft. Lauderdale, Florida</b>				TELEPHONE <b>Logan 4-5834</b>	
TEMPORARY ADDRESS <b>2210 - 20th Street N.W., Washington, D.C.</b>				TELEPHONE <b>Adams 4-2355</b>	
POSITION RECOMMENDED (Grade and Title) <b>GS-4 Clerk</b>		TEST SCORES			
		LA-5 <b>FILE</b>	TYPING	SHORTHAND	OTHER
ACCEPTABLE STATION		CITIZENSHIP			
<input checked="" type="checkbox"/> WASHINGTON, D.C. <input type="checkbox"/> ANYWHERE IN U.S. <input type="checkbox"/> OVERSEAS (Under conditions stipulated) LIMITATIONS		<input checked="" type="checkbox"/> U.S. BY BIRTH <input type="checkbox"/> U.S. BY NATURALIZATION DATE _____ PREVIOUS NATIONALITY _____ <input type="checkbox"/> OTHER (Specify) _____			
HEALTH <b>Good.</b>		FOREIGN RELATIVES			
BACKGROUND AND EVALUATION					
MILITARY SERVICE, IF ANY (Primary and duty MOS and length of time in each, training, dates of entrance and discharge, areas visited) <b>Member: D.C. Air National Guard. Rank: Airman 1/C. Draft classification: 1-D.</b>					
EVALUATION AND BACKGROUND DATA (Include education and work experience) <b>1953 - Present, Georgetown University (School of Foreign Service), Diplomatic &amp; Consular, grade average: "75".</b> <b>August 1953 - September 1955, F.B.I., Clerk, GS-4 (\$3150.), to attend school full time.</b>  <b>Mr. Piccolo is of medium height and weight, dark hair, and rather quiet, pleasant, not very talkative and does not give one the impression of being a Ball-of-Fire. Has no area knowledge. Has had slight knowledge of Spanish of which he is taking at the present time in school. Claims good health.</b>  <b>Although has had some nervous disorder which were aftereffects of a gland virus, he had psychiatric consultation for about five months but no treatment. Apparently after this disease (this virus) he couldn't concentrate on his studies and consulted a psychiatrist to obviate the situation. Claims no restrictions otherwise. Tentatively planning to go to law school. Really isn't certain what to do in the future. No 10-9 that he knows of. Several years clerical experience with FBI. Based on past government clerical experience, believe he is worthy of consideration. Might be possibility for regular FI/RI job.</b>  <b>Scheduled him for the GS-4 clerk test on 5 June 1956 and gave him forms.</b>  <b>HOLD FOR FORMS AND TEST SCORES. SHOP TO ERNIE HARDT FOR FI/RI.</b>					
DATE REPORT AND FORMS FORWARDED TO HEADQUARTERS		SIGNATURE  <b>GEORGE S. RAD</b>			

CENTRAL INTELLIGENCE AGENCY  
WASHINGTON 25, D. C.

Applicant Information  
Sheet No. 1

To all persons applying for employment  
with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General Considerations:

1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
  - a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
  - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
  - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . . ;
  - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
  - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

14-00000

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants, prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.

3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding  
and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

  
(Signature of Applicant)

## SECRET

SELECTIVE SERVICE ACTION REQUEST		1 DATE OF REQUEST 10 October 1957
TO 1 DIRECTOR OF PERSONNEL		
SUBJECT: REQUEST FOR - <input type="checkbox"/> DRAFT DEFERMENT <input checked="" type="checkbox"/> U.S. PERMISSION TO LEAVE COUNTRY <input type="checkbox"/> CANCELLATION OF DRAFT DEFERMENT (Only items 1, 2, 17, 19 are required)		
2 NAME (Last-first-middle) PICCOLI, Joseph Stephen		3 DATE OF BIRTH 8 December 1935
4 PRESENT ADDRESS (Number, street, city, zone, state) 2210 20th Street, NW, Washington, D. C.		
5 PLACE OF BIRTH (City or town, state, country) Yonkers, New York		6 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
7 POSITION TITLE AND GRADE Mail and File Clerk, GS-4		8 OFFICE, DIVISION, BRANCH DDP/WI/III
9 SERVICE DESIGNATION 1A	10 EOD DATE 4 February 1957	11 OFFICIAL STATION Mexico City
12 SELECTIVE SERVICE SERIAL NUMBER AF 229 209 14		13 SELECTIVE SERVICE CLASSIFICATION 1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD Local Board #44, 521 S. Andrews Avenue, Ft. Lauderdale, Florida		
15 APPROPRIATE BONDING FOR "PERMIT" (SSS Form No. 300) UNDER "INDIVIDUALS OF ORGANIZATION REPRESENTED" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
16 APPROPRIATE BONDING FOR "PERMIT" UNDER "NATURE OF BUSINESS" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
17 JUSTIFICATION		
18 EXPECTED DEPARTURE DATE FOR OVERSEAS 1 November 1957		19 TYPED NAME AND SIGNATURE OF AUTHORIZED OFFICIAL (Regulation 20-680) Robert S. WATKINS, C/M/Support
REPORT OF ACTION FROM DIRECTOR OF PERSONNEL		
20 TO (Office of origin)		21 DATE OF ACTION
22 ACTION REGARDING THE ABOVE REQUEST		
<p>18 Nov 57 GENERAL REQUEST SENT TO WTH/Perms 11 Feb 58</p> <p>14 Gordon M. Stewart</p> <p>SIGNATURE OF DIRECTOR OF PERSONNEL</p>		
DISTRIBUTION (By DD PERS): 1 - PERSONNEL FILED 2 - LPS 3 - OFFICE SECURITY		



SECRETBIOGRAPHICBIOGRAPHIC PROFILEREPRODUCTION MASTERSSECRETSECRETH a n d l e   W i t h   C a r e

# Office Memorandum • UNITED STATES GOVERNMENT

TO : Colonel Omer

DATE: 24 OCT 1959

FROM : Gordon M. Stewart */s/ Gordon M. Stewart*

SUBJECT: PICCOLO, Joseph Stephan - Cancel Permission to Leave the Country and DIRECTED 4-F Deferment

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 and renewed on 8 December 1959 be cancelled. Please also cancel the DIRECTED 4-F Deferment allowed on 18 November 1957. SSS Form 110 is attached; SSS Forms 300 have been destroyed.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

STANDARD FORM NO. 64

# Office Memorandum • UNITED STATES GOVERNMENT

TO : Colonel Omer

DATE:

FROM : Gordon M. Stewart */s/ Gordon M. Stewart*

SUBJECT: PICCOLO, Joseph Stephan - Renew Permission to Leave the Country

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 be renewed. SSS Form 300 issued on this date has been destroyed. Please retain the DIRECTED 4-F Deferment allowed subject on 18 November 1957. Subject will return by December 1960 at which time we will cancel his DIRECTED Deferment.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

14 December 1959

**MEMORANDUM FOR: Chief, WH Personnel**

**SUBJECT: SSS Form 300 for Joseph S. Piccolo**

1. Forwarded is SSS Form 300 for Mr. Piccolo. While the Director of Selective Service has issued this permit for a period of two years, the files of this office and the office of the Director of Selective Service reflect a termination date of his overseas service of at least December 1960.

2. As we discussed earlier, this termination date has been set to avoid the possibility of Mr. Piccolo's authorized absence placing him in a position which might preclude the necessity of his meeting his military obligation as established by his local board.

J. L. Olmstead  
Deputy Chief, Personnel  
Operations Division

**Distribution:**

Orig. and 1 - Addressee

1 - SSS File ✓

OP/POD/JLOlmstead:ahw (14 Dec 59)

SECRET

SELECTIVE SERVICE ACTION REQUEST		1 DATE OF REQUEST 10 October 1957
TO : DIRECTOR OF PERSONNEL		
SUBJECT: REQUEST FOR - <input checked="" type="checkbox"/> DRAFT DEFERMENT <input checked="" type="checkbox"/> U.S. PERMISSION TO LEAVE COUNTRY <input type="checkbox"/> CANCELLATION OF DRAFT DEFERMENT (Only items 1, 2, 17, 19 are required)		
2 NAME (Last, first, middle) PICCOLI, Joseph Stephan		3 DATE OF BIRTH 8 December 1935
4 PRESENT ADDRESS (Number, street, city, zone, state) 2210 20th Street, NW, Washington, D. C. ?		
5 PLACE OF BIRTH (City or town, state, country) Yonkers, New York		6 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
7 POSITION TITLE AND GRADE Mail and File Clerk, GS-4		8 OFFICE, DIVISION, BRANCH DDP/WH/III
9 SERVICE DESIGNATION DS	10 EOD DATE 4 February 1957	11 OFFICIAL STATION Mexico City
12 SELECTIVE SERVICE SERIAL NUMBER <del>AS 222-289-34</del> 8-44-35-604		13 SELECTIVE SERVICE CLASSIFICATION 1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD Local Board #44, 521 S. Andrews Avenue, Ft. Lauderdale, Florida		
15 APPROPRIATE BORDING FOR "PERMIT" (SSS Form No 300) UNDER "INDIVIDUALS OR ORGANIZATION REPRESENTED" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
16 APPROPRIATE BORDING FOR "PERMIT" UNDER "NATURE OF BUSINESS" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
17 JUSTIFICATION 3 years + 8 mos - Air National Guard Anderson Air Force Base no active duty of training. told he would be put on discharge + transfer to inactive reserve.		
18 EXPECTED DEPARTURE DATE FOR OVERSEAS 1 November 1957	19 TYPED NAME AND SIGNATURE OF AUTHORIZED OFFICIAL (Regulation 20-600) Robert S. WATPLES, C/WH/Support	
REPORT OF ACTION FROM DIRECTOR OF PERSONNEL		
20 TO (Office of origin)		21 DATE OF ACTION
22 ACTION REGARDING THE ABOVE REQUEST DESCRIBED WITH REASON FOR ACTION PER GENERAL ORDER 12 Nov 57 SENT TO Wt/Reg 11 Feb 58 DATA Sergeant A. A. A. A. A.		

STANDARD FORM NO. 64

*Office Memorandum* • UNITED STATES GOVERNMENT

TO : Record

DATE: 29 Oct 57

FROM : S. Richelderfer

SUBJECT: Piccolo, Joseph Stephan

Subject was advised this date that the Agency would request a directed deferment. He was told the meaning of a "directed deferment" and advised not to contact his local board and they will not contact him. He was sent to see Captain Noble in Reserve Affairs Branch. Captain Noble was not in and subject was interviewed by Sgt. MacKenzie. I talked to MacKenzie and stressed the fact that subject should be advised to be sure to drop out of the National Guard. MacKenzie said that he would have to request to be put in a standby reserve status. This seems to be a satisfactory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

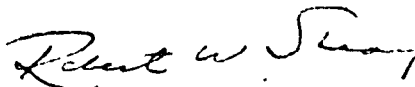
SECRET

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT: Mexico City Clerical Requirements

1. PAD has attempted to locate two suitable candidates for the WH vacancies who will not be eligible for the draft. Machine runs were used, as were file referrals, checks with appropriate Administrative and Personnel representatives in Agency components, and a thorough screening of Tables of Organization. A total of 25 individuals at the GS-5 or lower level were checked out. One candidate was located, a Mr. William G. Rawls, Clerk, GS-4, with WE. He has been accepted by the Division for the January requirement. The January deadline was chosen for him because he will be able to pass the typing requirement for State integration. We had no success in finding a candidate for the 1 November deadline. All of the others were disqualified, largely because of marriage, unwillingness to accept the assignment.

2. Under the circumstances, it is recommended that Mr. Rawls be processed against the January requirement and that Mr. Joseph Piccolo, who was originally submitted for the November departure, be processed for the assignment, and that a directed deferment be requested for him.



Robert W. Sheay  
Chief, Personnel Assignment Division

*WJD*  
26 Oct 67.

SECRET



OFFICE OF THE DIRECTOR

NATIONAL HEADQUARTERS  
SELECTIVE SERVICE SYSTEM

451 INDIANA AVENUE NORTHWEST  
WASHINGTON 25, D. C.

ADDRESS REPLY TO  
THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attention:  
Colonel Omer

**FOR PERSONAL ATTENTION  
OF STATE DIRECTOR**

State Director of Selective Service  
310 Charlotte Street  
St. Augustine, Florida

Subject: Joseph Stephan Piccolo  
SS No. 8-44-35-604

Dear Colonel Wall:

Reference is made to our letter of November 18, 1957, advising you that the Director of Selective Service has directed that the above-named registrant be classified in Class IV-F until further notice, under section 1622.60 of the Selective Service Regulations.

Mr. Piccolo has now received SSS Form No. 80 (Standby Reserve Questionnaire). Due to circumstances beyond his control, Mr. Piccolo is unable to complete this form, which is enclosed. Please return it to the local board with the instruction that it not be re-mailed until such time as the Director withdraws his directed classification of Mr. Piccolo under the Universal Military Training and Service Act, as amended.

For The Director,

DANIEL O. OMER  
Colonel, JAGC  
General Counsel

Enclosure

cc: Mr. Gordon M. Stewart ✓





FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED,  
YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLI JOSEPH S

025658

41351049

SECRET

NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP		DATE
TO: <input checked="" type="checkbox"/> CHIEF, RECORDS AND SERVICES DIVISION		21 January 1964
(Check) <input type="checkbox"/> CHIEF, OPERATING COMPONENT, JOTP		ESTABLISHED FOR
ATTN: Mr. Wiley		PICCOLO, Joseph S.
REF: Pre-employment Cover Briefing		FILE NO.
MILITARY COVER BACKSTOP ESTABLISHED		4455
US Army Research Translation Group		ID CARD NO.
<input checked="" type="checkbox"/> BLOCK RECORDS: (OPMEMO 20-800-11) a. TEMPORARILY FOR _____ DAYS, EFFECTIVE _____ <input checked="" type="checkbox"/> CONTINUING, EFFECTIVE 6 January 1964		
<input type="checkbox"/> SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY TO 3. (NB 20-800-2)		
<input type="checkbox"/> ASCERTAIN THAT ARMY W-2 BEING ISSUED. (NB 20-661-1)		
<input type="checkbox"/> SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (R 240-230)		
<input type="checkbox"/> SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (R 240-230)		
<input type="checkbox"/> REMARKS:		
<div style="text-align: center;"> </div>		
<input type="checkbox"/> COPY TO CPD/DP		
<div style="text-align: right;"> </div>		
<div style="text-align: center;">           DISTRIBUTION            1-PSD/JS 1-APD/COMPT         </div>		

1551

100-20-422

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP		DATE 11 June 1963
TO: (CHP-2)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT  PICCOLO, Joseph S.
	CHIEF, OPERATING COMPONENT (For Action) 08	
ATTN: Mr. White		FILE NO. 4455
REF: Form 1322 dtd 4 June 63 removing cover		ID CARD NO.
MILITARY COVER DISCONTINUED		
US Army Records Analysis Group		
<input type="checkbox"/> Unblock Records; (OP Memo 20-800-11)  Effective <u>EOD</u>  <input type="checkbox"/> Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated HB 20-7)  <input type="checkbox"/> Return All Military Documentation To CCS.  <input type="checkbox"/> Remarks:		
<p style="text-align: center;">THIS MESSAGE MUST REMAIN ON TOP OF FILE</p> <p style="text-align: right;"><i>James H. Triantafyllidis</i></p> <p style="text-align: center;">CD/DD CHIEF, MILITARY COVER, CCS</p>		

☐ COPY TO CPD/OP

DISTRIBUTION: 1 GSD GS 1-P3D GS

551a

SECRET

 GROUP 1  
 Excluded from automatic  
 downgrading and declassification

119-20-001

SECRET

15 August 1961  
4455

MEMORANDUM FOR: Chief, Records and Services Division  
Office of Personnel

SUBJECT : PICCOLO, Joseph S,

1. Cover arrangements are in process, and/or have been completed for the above-named Subject.

2. Effective 15 January 1961, it is requested that your records be properly blocked ~~reopened~~ to deny ~~acknowledge~~ Subject's current Agency employment to an external inquirer.

3. This memorandum confirms an oral request of \_\_\_\_\_

*For* GLEN E. MOORHOUSE  
Acting Chief, Central Cover Group

cc: SSD/OS

THIS MEMO ~~SECRET~~ REMAIN  
ON TOP OF FILE

(4-19-60)

**SECRET**

*Journal of Management Studies*

MEMORANDUM FOR: OFFICE OF PERSONNEL  
and Training Division  
Dated: 12-1-64

2025.1.25

1. Reference is made to the memorandum from the Office dated 16 October 1941 concerning that the said individual is known to Block 1 and the entire inquiries (20-16-603) of 1947 format. Inasmuch as it is now known that the individual is attending the said school, you are requested to block his name for the entire period of time that he has been enrolled in the school.

Thank You for your cooperation.

House to change

THIS MEMO MUST REMAIN  
ON TOP OF FILE *AB*

**SECRET**

RECEIVED

16 October 1957  
C-1641 (Kiladenu)

MEMORANDUM FOR: Office of Personnel  
Records & Services Division  
Counseling Branch/CP

SUBJECT : Joseph Stephan Piccolo (T)

1. It is requested that you close your records concerning subject to all outside inquiries regarding Agency connection from 16 October 1957 forward. You will be advised in the future if it is deemed advisable to reopen these records.

2. Thank you for your cooperation.

*Thomas N. Thompson*  
JOHN G. SOUTWARD  
Jr. CHIEF, CCR/NC

THIS LETTER MUST REMAIN  
ON TOP OF FILE

SECRET

28 September 1961  
File No. 4455

MEMORANDUM FOR: Chief, Records and Services Division  
Office of Personnel

THROUGH : Chief, PSD/OS  
Attention: Mr. Robert C. Swendiman

SUBJECT : PICCOLO, Joseph S.  
GS-7, WH - Cover Debriefing


1. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized nominal state cover in Mexico from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.

2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.

3. He was further instructed to indicate, whenever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.

4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.

5. The above information is furnished for your guidance and inclusion in the Subject's personnel and security files.

*For*   
ROBERT E. YOUNG  
Chief, Military Cover Branch, CCG

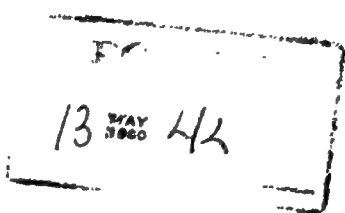
THIS DOCUMENT CONTAINS  
CLASSIFIED INFORMATION  
DATE 10-1-61 BY [illegible]

SECRET

27  
10-5-61

SECRET

(When Filled In)

DATE PROCESSED <b>09-02-80</b>		<b>NOTIFICATION OF PERSONNEL ACTION</b>						CONTINUATION NUMBER <b>202</b>	
1. SSN <b>285441914</b>		2. NAME (LAST FIRST MIDDLE) <b>FIGGOLD JOSEPH S</b>				3. DATE OF BIRTH <b>12-08-35</b>		4. SEX <b>M</b>	5. CITIZEN <b>U</b>
6. RETIREMENT <b>CLASS</b>		7. SERV. COMM. DATE MOY (IA YR) <b>12-27-54</b>	8. LUMP SUM DATE MOY (IA YR) <b>12-24-51</b>	9. DATE OF DISCH. MOY (IA YR) <b>05-04-80</b>	10. LTI DATE MOY (IA YR) <b>05-04-80</b>	11. VETERANS PRESENCE <b>NONE</b>		12. ANNUITY STATUS	
<b>ACTION TAKEN</b>									
13. NATURE OF ACTION <b>PROMOTION</b>				14. EFFECTIVE DATE MOY (IA YR) <b>05-04-80</b>		15. LEGAL AUTHORITY <b>50 USC 403</b>			
				16. POSITION NUMBER <b>C1089</b>		17. AFFILIATION <b>STAFF EMPLOYEE-CAREER</b>			
18. ORGANIZATIONAL DESIGNATIONS <b>DDC IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION</b>				19. LOCATION (IN OFFICIAL STATION) <b>WASHINGTON, D.C.</b>					
				20. HEADQUARTERS <b>DEPARTMENTAL</b>		21. COVER TYPE		22. COVER ORGANIZATION	
23. EMPLOYEE OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		24. SUPPLER	25. SERV. DESIG. <b>DNC</b>	26. SCHEDULE <b>GS</b>	27. GOC SERIES <b>0130-01</b>	28. GRADE <b>14</b>	29. STEP <b>4</b>	30. SALARY & PAY BASIS <b>\$6164 PA</b>	
31. HOURS <b>80</b>	32. TOUR <b>F</b>	33. PROJECT NO. <b>244163</b>	34. PESA <b>E</b>	35. NSCA	36. SCC <b>PRUF</b>	37. DEVELOPMENT COMP CODE NTS (MO, DA YR) <b>CODE NTS (MO, DA YR)</b>		38. PERSONAL RANK ASSGN CODE NTS (MO, DA YR) <b>CODE NTS (MO, DA YR)</b>	
39. DETAIL ORGANIZATION				40. OCCUPATIONAL TITLE <b>OPERATIONS OFFICER</b>		41. SUPPLER	42. SERV. DESIG. <b>U</b>	43. SCHEDULE <b>GS</b>	44. GRADE <b>14</b>
				45. SCC <b>PRUF</b>		46. SPEC REF		47. SEPARATION DATA CODE	
48. REMARKS <div style="text-align: center;">   <b>13 MAY 1980 42</b>  <b>SECRET</b>  <b>SPN = 0109705 SER = 0025658</b> </div>									



SECRET

DATE PROCESSED		NOTIFICATION OF PERSONNEL ACTION						CONTROL NUMBER	
04-11-80								201	
1. SSN		2. NAME (LAST, FIRST, MIDDLE)				3. DATE OF BIRTH		4. SEX	5. CITIZEN
265441914		FICCOLO JOSEPH S				12-08-33		M	U
6. RETIREMENT		7. SERV. COMP. DATE	8. LONG COMP. DATE	9. DATE OF GRADUATION	10. EXPIRATION	11. VETERANS PREFERENCE		12. ANNUITY STATUS	
CIARDS		12-27-54	12-24-57	02-04-73	01-28-79	ACNE			
<b>ACTION TAKEN</b>									
13. NATURE OF ACTION					14. EFFECTIVE DATE		15. LEGAL AUTHORITY		
REASSIGNMENT CHANGE OF HOME BASE					04-15-80		50 USCA 403		
					16. POSITION NUMBER		17. AFFILIATION		
					C1085		STAFF EMPLOYER-CAREER		
18. ORGANIZATIONAL DESIGNATION					19. LOCATION OF OFFICIAL STATION				
CDC IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION					WASHINGTON, D.C.				
					20. HEADQUARTERS		21. COVER TYPE		22. COVER ORGANIZATION
					DEPARTMENTAL				
23. EMPLOYER/OCCUPATIONAL TITLE			24. SUPPL.	25. SERV. DESIG.	26. SCHEDULE	27. OCC. SERIES	28. GRADE	29. STEP	30. SALARY & PAY BASIS
OPERATIONS OFFICER				DNC	GS	0136.01	13	7	35245 PA
31. HOURS	32. TOUR	33. PROJECT NO.	34. FLBA	35. NSCA	36. SVC.	37. DEVELOPMENT COMP.		38. PERSONAL RANK ASSGN.	
80	F	244163	E		PROF				
39. POSITION INFORMATION					40. SPEC. REF.		41. SEPARATION DATA CODE		
40. OCCUPATIONAL TITLE					42. SUPPL.	43. SERV. DESIG.	44. SCHEDULE	45. GRADE	46. SVC.
OPERATIONS OFFICER						D	GS	14	PROF
47. REMARKS									
FROM: C15									

SFN = 0109709 SER = 0023058

POSTED

2-100  
1980

SIGNATURE OF AUTHORITY

SECRET

FORM 1100 USE PREVIOUS EDITIONS

DO NOT WRITE IN THESE SPACES THEY ARE USED FOR

ALL

LCB 100 075

PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 OCTOBER 1979

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
PICCLEL JOSEPH S	0025658	CIS	GS 13 7	\$35,249

11508

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
025658		PICCLEL JOSEPH S		31 400					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	WGI	QSI
GS 13	6	\$32,028	01/30/77	GS 13	7	\$32,543	01/26/79		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE <i>Stephen F. Piccone</i>						DATE <i>4 Jan 79</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS						AUDITED BY <i>OC</i>			
FORM 10-73 560E Use previous editions <i>OC</i> PAY CHANGE NOTIFICATION									

All

LOR 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 11087 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 6 OCTOBER 1962."

## EFFECTIVE DATE OF PAY ADJUSTMENT: 06 OCTOBER 1978



NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
PICCOLI JOSEPH S	0025058	CIS	GS 13 6	\$32,028

11566

1	SERIAL NO	2	NAME	3	ORGANIZATION	4	FUND	5	LWOP HOURS
	025658		PICCOLO, JOSEPH S.				31200		
6	OLD SALARY RATE			7	NEW SALARY RATE			8 TYPE ACTION	
	Grade	Step	Salary		Grade	Step	Salary	EFFECTIVE DATE	WGI QSI ADJ.
	GS 13	5	\$29490		GS 13	6	\$30357	03-26-78	x
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE							DATE		
/s/ FWH JANNEY							24 MARCH 1978		
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
QUALITY STEP INCREASE									
CLERKS INITIALS									
FORM 10-73 560E Use previous editions									
PAY CHANGE NOTIFICATION									
(4 51)									

LSM 122077

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT-CHANGE OF FUNCTIONAL CATEGORY						11-01-77		REGULAR			
6. FUNDS		V TO V		V TO CF		7. PAN AND AREA		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		8027 0172 0000		50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPERATIONS OFFICER						GK67		DAS			
14. CLASSIFICATION SCHEDULE (GS, WG, etc.)			15. ORGANIZATIONAL SYMBOL			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			13 5			29490		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL:											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATUS CODE		23. INTERVIEW CODE		24. HOURS CODE	
37		10		NUMERIC ALPHABETIC 31400 CIS		75013		1		12 03 75	
25. DATE OF GRADE		26. DATE OF LEL		27. SECURITY REQ NO		28. SER					
NO DA YR		NO DA YR		NO DA YR		NO DA YR					
29. NTE EXPIRES		30. SPECIAL REFERENCE		31. RETIREMENT DATA		32. SEPARATION DATA CODE		33. CORRECTION/CHARGE CODE		34. EOD DATA	
NO DA YR		1 2 3 CSC CNA IN A NONE		CNA		TYPE		NO DA YR			
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. HEALTH INSURANCE		40. SOCIAL SECURITY NO.	
CODE		NO DA YR		NO DA YR		CODE		CODE		CODE	
1 2 3 NONE 5 PT 10 PT						SAB BSV BWP BWP		HEALTH INS CODE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT				43. FEDERAL TAX DATA			
CODE				CODE				CODE			
1 2 3 NO PREVIOUS SERVICE NO BREAK IN SERVICE BREAK IN SERVICE (LESS THAN 3 YRS) BREAK IN SERVICE (MORE THAN 3 YRS)				1 2 3 FED MIL NO				1 2 3 FED MIL NO			
44. STATE TAX DATA											
CODE NO TAX EXEMPT CODE NO TAX EXEMPT CODE NO TAX EXEMPT											
1 2 3 FED MIL NO											
SIGNATURE OF OTHER AUTHENTICATION:											
<div style="text-align: right;">    </div>											

FORM 1150  
5-74 May 10-74Use Previous  
Edition

SECRET

LJF

E2 IMPDET CL BY 007877

A11

L08 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	CRG.	SCH-GR-STEP	NEW SALARY
PICCOLI JOSEPH S	0025658	CIS	GS 13 5	\$29,490

11934

PLF: 112277

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST, FIRST, MIDDLE)									
025658		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
REASSIGNMENT						11 01 77		REGULAR			
6 FUNDS		7 TO V		8 V TO CF		9 TAN AND NSCA		10 CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		8027 0172 0000		50 USC 403 J					
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH						WASH., D.C.					
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION			
OPERATIONS OFFICER						GK67		DAG			
14 CLASSIFICATION SCHEDULE (25, 26, 27, 28)			15 OCCUPATIONAL SERIES			16 GRADE AND STEP			17 SALARY OR RATE		
GS			0136.01			13 5			29490		
18 REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODE	22 STATION CODE	23 INTERIOR CODE	24 ADDRESS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI			
37	10	31400 C15	75013		1	12 08 35					
28 NTE EXPIRY	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA	FOD DATA			33 SECURITY REQ NO	34 SEX		
NO DA YR											
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CARRIER CATEGORY	39 REGIT / HEALTH INSURANCE	40 SOCIAL SECURITY NO						
CODE	0 NONE 1 5 PT 2 10 PT	NO DA YR	NO DA YR	NO DA YR							
41 PREVIOUS CIVILIAN GOVERNMENT EMP.	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA								
CODE	0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 3 YRS 3 BREAK IN SERVICE MORE THAN 3 YRS	FORM EMPLOYED 1 YES 2 NO	NO TAX EXEMPTIONS			FORM EMPLOYED 1 YES 2 NO					
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: right;"> <b>POSTED</b>  23 NOV 77  AED </div>											

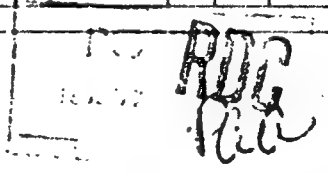
FORM 1130  
578 MAY 10 78Use Previous  
Edition


SECRET

62 APR 67 BY 02 122

ALO 15 JUL 77

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT-CHANGE OF HOME BASE						MO DA YR 06 19 77		REGULAR			
6. FUNDS		V TO V		V TO CF		7. FAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		7027 0172		0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPERATIONS OFFICER						EP93		DAG			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			13 5			27548		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE		24. MGRS CODE	
37		10		NUMERIC ALPHABETIC 31400 CIS		75013		1		25. DATE OF BIRTH	
										MO DA YR 12 08 35	
26. DATE OF GRADE		27. DATE OF LEI		28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
32. VET. PREFERENCE		33. SERV COMP DATE		34. LONG COMP DATE		35. CAREER CATEGORY		36. FEGLI, HEALTH INSURANCE		37. SECURITY REQ NO	
CODE		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
38. PREVIOUS CIVILIAN GOVERNMENT SERVICE		39. LEAVE CAT CODE		40. FEDERAL TAX DATA		41. STATE TAX DATA		42. SOCIAL SECURITY NO		43. SEX	
CODE		CODE		CODE		CODE		CODE		CODE	
0 - NO PREVIOUS SERVICE		1 - YES		1 - YES		1 - YES		1 - YES		1 - YES	
1 - NO BREAK IN SERVICE		2 - NO		2 - NO		2 - NO		2 - NO		2 - NO	
2 - BREAK IN SERVICE LESS THAN 5 YRS		3 - NO		3 - NO		3 - NO		3 - NO		3 - NO	
3 - BREAK IN SERVICE MORE THAN 5 YRS		4 - NO		4 - NO		4 - NO		4 - NO		4 - NO	
SIGNATURE OR OTHER AUTHENTICATION											
											

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP REASON			
10-73 560E		FICELLE JOSEPH S		38 400 V		V					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Lowest Grade	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.	
GS 13	4	\$4,400.00	GS 13	4	\$4,400.00	\$4,400.00	10/1/76				
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE											
SIGNATURE						DATE					
<input type="checkbox"/> NO EXCESS LEAVE <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD											
CLERK'S INITIALS											
FORM 10-73 560E		Use previous editions							PAY CHANGE NOTIFICATION		(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11541 PURSUANT TO AUTHORITY OF E.O. AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND FOR EFFECTIVE DATED 1 OCTOBER 1976."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	CHRG.	FUNDS	CS-STEP	NEW SALARY
FICELLE JOSEPH S	025658	38 400 V	CS 13 4		\$4,400.00



KAA: 22 JULY 76

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS						07   18   76		REGULAR			
6 FUNDS		7 PAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY		9 ORGANIZATIONAL DESIGNATIONS		10 LOCATION OF OFFICIAL STATION			
X		T227 0172 0000		50 USC 403 J		DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		WASH., D.C.			
11 POSITION TITLE		12 POSITION NUMBER		13 SERVICE DESIGNATION		14 CLASSIFICATION SCHEDULE (GS, LS, etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP	
OPERATIONS OFFICER		EP93		DQG		GS		0136.01		13 4	
17 SALARY OR RATE		18 REMARKS									
25198											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEGRITY CODE		24 MILEAGE CODE	
16		10		31400		75013		1		12   03   35	
25 DATE OF BIRTH		26 DATE OF GRACE		27 DATE OF LST		28 SPECIAL REFERENCE		29 RETIREMENT DATA		30 SEPARATION DATA CODE	
12   03   35										31 CORRECTION / CANCELLATION DATA	
32 SECURITY REQ NO		33 SER		34 SER		35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE	
38 CARRIER CATEGORY		39 FEGLI / HEALTH INSURANCE		40 SOCIAL SECURITY NO		41 PREVIOUS CIVILIAN GOVERNMENT SERVICE		42 LEAVE CAT CODE		43 FEDERAL TAX DATA	
44 STATE TAX DATA		45 STATE TAX DATA		46 STATE TAX DATA		47 STATE TAX DATA		48 STATE TAX DATA		49 STATE TAX DATA	
SIGNATURE OR OTHER AUTHENTICATION											
FROM: LA											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  JUL 1976 </div>											

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	500	CF GS 13 4	\$25,198

11 SEPT 73

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
12565		NICCOLO J. J. J.									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						MO DA YR 42 31 73		RECON			
6. FUNDS		V TO V		V TO CF		7. PAY AND NSA		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		CF TO CF		FIRE 4231		57 430 433 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/IA DIVISION CURA OPERATIONS GROUP OPS BRANCH						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPERATIONS OFFICER						0065		005			
14. CLASSIFICATION SCHEDULE (GS, IS, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				7135.01		13 4		23 777			
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. RESIGN CODE		23. INTRIGUE CODE		24. MEDICAL CODE	
27		14		515P 1A		7553		1		17 01 73	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
17 01 73											
31. VET PREFERENCE		32. SERV COMP DATE		33. LEAVE COMP DATE		34. CAREER CATEGORY		35. FEGLI / HEALTH INSURANCE		36. SECURITY REQ NO	
CODE		MO DA YR		MO DA YR		CODE		CODE		CODE	
0 - NONE		MO DA YR		MO DA YR		EAP 81SV		0 - WAIVER		HEALTH INS CODE	
1 - 5 YR						EPOV 13MP		1 - YES			
2 - 10 YR											
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT				43. FEDERAL TAX DATA			
CODE				CODE				CODE			
0 - NO PREVIOUS SERVICE				FORM EXECUTED				FORM EXECUTED			
1 - NO BREAK IN SERVICE				1 - YES				1 - YES			
2 - BREAK IN SERVICE (LESS THAN 3 YRS)				2 - NO				2 - NO			
3 - BREAK IN SERVICE (MORE THAN 3 YRS)											
44. STATE TAX DATA											
CODE											
FORM EXECUTED											
1 - YES											
2 - NO											
SIGNATURE OR OTHER AUTHENTICATION											
RCS											

FORM 1150  
176 May 10-74Use Previous  
Edition

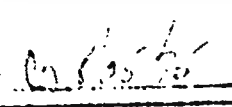
SECRET

E2 IMPDET CL BY 00/422

109110

10111: 22 AUG 75

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
CONVERSION FROM FSR STATUS						MO CUB <sup>a</sup> YR 08 25 75		REGULAR			
6. FUNDS		V TO V		V TO CF		7. PAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		6135 1049 0002		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/LA DIVISION FOREIGN FIELD MANAGUA, NICARAGUA STATION						MANAGUA, NICARAGUA					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER DCOS						CR49		DCG			
14. CLASSIFICATION (SCHEDULE 105, 18, OR)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0136.01		13 4		23997			
18. REMARKS											
MANAGUA, NICARAGUA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRAL CODE		24. HOURS CODE	
56		10		NUMERIC ALPHABETIC 5166N LA		52.073		3		25. DATE OF BIRTH	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
12 09 35											
26. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. Cancellation / Cancellation Date		33. SECURITY REQ NO	
MO DA YR		CSC CIA ICA NONE		CODE		TYPE		MO DA YR		34. SEX	
35. VET PREFERENCE		36. SEPV COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FICIL / HEALTH INSURANCE		40. SOCIAL SECURITY NO	
CODE 0 NONE 1 0 PT 2 10 PT		MO DA YR		MO DA YR		CAR BPSV CODE PROV BPSV		CODE 0 WAIVE 1 YES		HEALTH INS CODE	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA	
CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE LESS THAN 3 YRS. 3. BREAK IN SERVICE MORE THAN 3 YRS.				CODE		FORM EXECUTED 1 YES 2 NO				CODE NO TAX EXEMPTIONS 1 YES 2 NO	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="float: right; border: 1px solid black; padding: 5px; text-align: center;"> <b>POSTED</b>   </div>											

FORM 1150  
574 Mfg 10-74Use Previous  
Edition

SECRET

82 APR 87 CL BY 007822

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025058	51	600	CF GS 13 3	\$23,270

4-52

1	SERIAL NO	2	NAME	3	ORGN. / FUNDS	4	FUNDS	5	WOP HOURS
	025058		PICCOLO JOSEPH S		51 600		CF		
6.	OLD SALARY RATE			7.	NEW SALARY RATE			8. TYPE ACTION	
	Grade	Step	Salary	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI
	GS 13	3	\$23,270	GS 13	4	\$23,997	02/02/75		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE						DATE			
<input type="checkbox"/> NO EXCESS WOP <input checked="" type="checkbox"/> PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> WOP STATUS AT END OF WAITING PERIOD									
CURR'S INITIALS									
FORM 10-73 560E PAY CHANGE NOTIFICATION (4-51)									

SECRET

(When Filled In)

DDG: 22 AUG 74

## NOTIFICATION OF PERSONNEL ACTION

IDF

1. SERIAL NUMBER 25055		7. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION CHANGE OF USCA		4. EFFECTIVE DATE MO DA YR 08 19 74	
5. CATEGORY OF EMPLOYMENT REGULAR		6. CSC OR OTHER LEGAL AUTHORITY 5 USC 403 J	
8. FUNDS V TO V CF TO V		7. PAN AND NSCA 5135 100 0002	
9. ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION		10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA	
11. POSITION TITLE AEST ATTACHE POL OFF OPS OFFICER		12. POSITION NUMBER 4306	
13. SERVICE DESIGNATION DQC		14. CLASSIFICATION SCHEDULE (GS, LR, etc.) FSR GS	
15. OCCUPATIONAL SERIES 6130.01		16. GRADE AND STEP GS 4 13 3	
17. SALARY OR RATE 16479 22355		18. REMARKS MANAGUA, NICARAGUA	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51566 MR	22. STATION CODE 52573 S
23. INTEGRITY CODE 3	24. MARRIAGE CODE 12	25. DATE OF BIRTH MO DA YR 12 28 30	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1 CSC 2 CJA 3 FCA 4 NCA	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE TYPE	32. CORRELATION / CONSULTATION DATA MO DA YR	33. SECURITY REQ NO	34. SEX
35. INTERFERENCE CODE	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CODE
39. HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42. LEAVE CAT CODE
43. FEDERAL TAX DATA CODE	44. STATE TAX DATA CODE	45. NO. PREVIOUS SERVICE 1 NO DELAY IN SERVICE 2 DELAY IN SERVICE (MORE THAN 3 YRS) 3 DELAY IN SERVICE (LESSER THAN 3 YRS)	46. NO. TAX EXEMPTIONS 1 YES 2 NO
SIGNATURE OF OTHER AUTHENTICATION			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <i>JK 8/23/74</i> </div>			

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 02 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	660	CF GS 13 2	\$21,366

G-52

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
025658		PICCOLO JOSEPH S		51 660		CF			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADI
GS	13	2	\$21,366	02/04/73	GS	13	3	\$22,055	02/03/74
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE						DATE			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLAIMS DETAILS 1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100.									
FORM 500E		Use previous editions		PAY CHANGE NOTIFICATION				10-51	

RCS: 20 SEP 73

SECRET  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

ODF

1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)	
025658		PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION		4 EFFECTIVE DATE	
REASSIGNMENT		09   17   73	
5 CATEGORY OF EMPLOYMENT		REGULAR	
6 FUNDS		7 FAN AND NSCA	
<input type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input checked="" type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		4135 1049 0001 50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS		10 LOCATION OF OFFICIAL STATION	
DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION		MANAGUA, NICARAGUA	
11 POSITION TITLE		12 POSITION NUMBER	
ASST ATTACHE POL OFF OPS OFFICER DCOS		0396	
13 SERVICE DESIGNATION		D	
14 CLASSIFICATION SCHEDULE (GS LB OR)		15 OCCUPATIONAL SERIES	
FSR GS		0136.01	
16 GRADE AND STEP		17 SALARY OR RATE	
05 3 13 2		17075 20357	
18 REMARKS			
OPS OFFICER DCOS OCCUPYING OPS OFFICER POSITION RIO DE JANEIRO, BRAZIL			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING	22 STATION CODE
37	10	51660 WH	52073
23 INTER-CODE	24 INGRESS CODE	25 DATE OF BIRTH	26 DATE OF GRADE
S	3	12   08   35	
27 DATE OF LEI	28 INT. EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA
31 SEPARATION DATA CODE	32 CORRECTION / CONCILIATION DATA	33 SECURITY REG NO	34 SEX
		800 DATA	
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY
39 REGAL / HEALTH INSURANCE	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE
43 FEDERAL TAX DATA	44 STATE TAX DATA	45 SIGNATURE OR OTHER AUTHENTICATION	

FORM 1130  
9-72 USE 11-72Use Previous  
Edition

SECRET

E2 IMPROVED BY 007622

66



**SECRET**  
(When Filled In)

**NOTIFICATION OF PERSONNEL ACTION**

0355 07/21/73

1. SERIAL NUMBER <b>025658</b>		2. NAME (LAST FIRST MIDDLE) <b>PICCOLO JOSEPH S</b>	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT AND CHANGE IN N.S.C.A.</b>			4. EFFECTIVE DATE MO DA '73 <b>07 01 73</b>
5. CATEGORY OF EMPLOYMENT		6. CSC OR OTHER LEGAL AUTHORITY	
7. FUNDS	8. V TO V	9. V TO CF	10. CF TO V
		<b>X</b>	
11. ORGANIZATIONAL DESIGNATIONS <b>DDC/HH DIVISION</b>		12. LOCATION OF OFFICIAL STATION <b>RIO DE JANEIRO, BRAZIL</b>	
13. POSITION TITLE <b>OPS OFFICER</b>		14. POSITION NUMBER <b>1865</b>	15. CAREER SERVICE DESIGNATION <b>D</b>
16. CLASSIFICATION SCHEDULE (GS, 18, etc.) <b>GS</b>	17. OCCUPATIONAL SERIES <b>0136.01</b>	18. GRADE AND STEP <b>13</b>	19. SALARY OR RATE
20. REMARKS			
SIGNATURE OR OTHER AUTHENTICATION			
<div align="right"> <b>POSTED</b>  <b>043 7-25-72</b> </div>			

THIS EMPLOYEE HAS BEEN IDENTIFIED AS  
A C.I.A. EMPLOYEE FOR PURPOSES OF  
WITHOLDING STATE AND FEDERAL TAXES

DATE DESIGNATED      JANUARY 03 1961

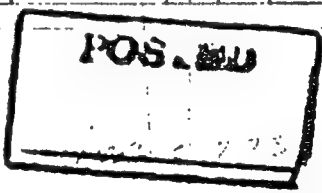
25658 JOSEPH S PICCOLO      635500080

**SECRET**  
(When Filled In)

LML: 06 FEB 73

# NOTIFICATION OF PERSONNEL ACTION

ODE

1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)	
025658		PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION		4 EFFECTIVE DATE	
PROMOTION		02 04 73	
5 CATEGORY OF EMPLOYMENT		REGULAR	
6 FUNDS		7 Financial Analysis No Chargeable	
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input checked="" type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		8 CSC OR OTHER LEGAL AUTHORITY	
		3135 0694 0002 50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS		10 LOCATION OF OFFICIAL STATION	
DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE		12 POSITION NUMBER	
ATTACHE POLITICAL OFFICER OPS OFFICER		1865	
13 SERVICE DESIGNATION		D	
14 CLASSIFICATION-SCHEDULE (GS, LB, etc.)		15 OCCUPATIONAL SERIES	
FSR GS		0136,01	
16 GRADE AND STEP		17 SALARY OR RATE	
05 3 13 2		17075 20357	
18 REMARKS			
RIO DE JANEIRO, BRAZIL			
HOME BASE: WH			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING	22 STATION CODE
22	10	51825 WH	09037 S
23 DATE OF BIRTH	24 MONTH CODE	25 DATE OF GRADE	26 DATE OF LER
12 08 35	3	02 04 73	02 04 73
27 NIS EXPIRES	28 SPECIAL REFERENCE	29 RETIREMENT DATA	30 SEPARATION DATA CODE
MO DA YR	1 CSC 2 CIA 3 FICA 4 NONE	CODE	TYPE MO DA YR
31 VET PREFERENCE	32 SERV COMP DATE	33 LONG COMP DATE	34 CAREER CATEGORY
CODE	0 NONE 1 5 PT 2 10 PT	MO DA YR	CODE
35 PREVIOUS CIVILIAN GOVERNMENT SERVICE	36 LEAVE CAT CODE	37 FEDERAL TAX DATA	38 STATE TAX DATA
CODE	0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS) 3 BREAK IN SERVICE (MORE THAN 3 YRS)	FORM EXECUTED 1 YES 2 NO	CODE NO TAX EXEMPTIONS
SIGNATURE OR OTHER AUTHENTICATION			
<div align="right">  </div>			

FORM 3-68

11 50  
MAY 73

Use Previous Edition

SECRET

MDP

Do not use a rubber stamping or  
other device

When Filled In

U.S. GOVERNMENT PRINTING OFFICE: 1968 O - 345-100

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER  
11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLI JOSEPH S	025658	51	825	CF GS 12 5	\$18,906

75

**SECRET**  
(When Filled In)

### NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 125630		2. NAME (LAST FIRST MIDDLE) MICHAEL J. SAMPSON	
3. NATURE OF PERSONNEL ACTION RELLOCATION OF A.S.C.A.		4. EFFECTIVE DATE MO DA YR 06 01 72	
5. CATEGORY OF EMPLOYMENT		6. CSC OR OTHER LEGAL AUTHORITY	
7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DUP/01 DIVISION		10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11. POSITION TITLE EPS OFFICER		12. POSITION NUMBER 1800	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0130.01		16. GRADE AND STEP 7	
17. SALARY OR RATE		18. REMARKS	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. CAREER CODING NUMERIC ALPHABETIC	22. STATION CODE
23. INTEGRAL CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL PREFERENCE 1. CSC 2. FIA 3. HCA 4. MOPS	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE	32. Correction / Completion Date TYPE MO DA YR	33. SECURITY REQ NO	34. SEX
35. VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAR SERV CODE PROV TEMP
39. PERS HEALTH INSURANCE CODE 1 YES 2 NO	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 3 YRS 3 BREAK IN SERVICE MORE THAN 3 YRS	
42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1 YES 2 NO	44. STATE TAX DATA FORM EXECUTED CODE 1 YES 2 NO	
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 2px solid black; padding: 10px; display: inline-block;"> <b>POSTED</b>  11 20 72 <i>[Signature]</i> </div>			

FORM 3-66

1130  
May 11 71Use Previous  
Edition

**SECRET**

Excludes from automatic  
downgrading and  
declassification

When Filled In:

G5?

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP REASONS	
025659		PICCOLO JOSEPH S		91 825		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Post EIT Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 12	4	\$17,453	09/20/70	GS 12	5	\$17,967	04/17/72		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>Stephen C. Englehardt</i>						10/2/72			
<input type="checkbox"/> NO EXCESS LWOP 0 <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS				AUDITED BY					
1				M. R. P. M. R.					
FORM 560E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 1 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GP-STEP	NEW SALARY
PICCOLO JOSEPH S	025659	91	825	CF GS 12 4	\$17,453

SECRET

(When Filled In)

FD-302 (Rev. 7-72)

## NOTIFICATION OF PERSONNEL ACTION

GPO

1 SERIAL NUMBER 020656		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE MO DA YR 12 21 72	5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS	V TO V CF TO V	V TO CF CF TO CF	7 Financial Analysis No. Chargeable 2135 0094 (XXXX)
9 ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE ATTACHE POLITICAL OFFICER OPS OFFICER		12 POSITION NUMBER 1805	13 SERVICE DESIGNATION C
14 CLASSIFICATION SCHEDULE (GS, 18, etc.) FSR GS	15 OCCUPATIONAL SERIES 0135.01	16 GRADE AND STEP GS 2 12 4	17 SALARY OR RATE 15732 17453
18 REMARKS RIO DE JANEIRO, BRAZIL  HOME BASE: WH			

## SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMBER ALPHABETIC 01825 WH	22 STATION CODE 03037	23 INTEGRAL CODE S	24 EMPLOY CODE 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LST MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1. C/A 2. C/A 3. C/A 4. NONE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data TYPE MO DA YR	33 SECURITY REG NO		34 SEX	
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1. AB 2. BV 3. CB 4. DB 5. EV 6. FW 7. GP 8. HP 9. IP 10. JP 11. KP 12. LP 13. MP 14. NP 15. OP 16. PP 17. QP 18. RP 19. SP 20. TP 21. UP 22. VP 23. WP 24. XP 25. YP 26. ZP	39 PEGU / HEALTH INSURANCE CODE 0 NONE 1 YES	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE LESS THAN 5 YRS 3 BREAK IN SERVICE MORE THAN 5 YRS		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXCLUDED CODE YES TAX EXEMPTIONS		44 STATE TAX DATA FORM EXCLUDED CODE YES TAX EXEMPTIONS			

SIGNATURE OR OTHER AUTHENTICATION

SECRET

 1. I certify that the information furnished is true and correct.  
 2. I certify that the information furnished is true and correct.  
 (When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORG.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	730	CF GS 12 4	\$16,543

657 1/5/75

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
025658		PICCOLO JOSEPH S		51 730		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 12	3	\$15,138	09/21/69	GS 12	4	\$15,611	09/20/70		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>Joseph S. Piccolo</i>						7/14/70			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CERES INITIALS				RECORDED BY					
P. S. M. L.				P. S. M. L.					
FORM 7-64 560E PAY CHANGE NOTIFICATION 14-571									



SECRET

(When Filled In)

REF: 2 JUN 70

## NOTIFICATION OF PERSONNEL ACTION

CDF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE MO DA YR 05 21 70	
5. CATEGORY OF EMPLOYMENT REGULAR		6. CSC OR OTHER LEGAL AUTHORITY	
7. Financial Analysts Fee Chargeable		8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11. POSITION TITLE ATTACHE POLITICAL OFF OPS OFFICER		12. POSITION NUMBER 0187	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, etc.) FSR GS	
15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP GS 1 12 3	
17. SALARY OR RATE 13618 15138		18. REMARKS WASH., D.C.  HOME BASE: WH	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51730 WH	22. STATION CODE 09037
23. INTEREST CODE S	24. MONTHS CODE 12	25. DATE OF BIRTH MO DA YR 12 19 65	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. CSC 2. CIA 3. DIA 4. NSA 5. NID	30. RETIREMENT DATA CODE
31. SEPARATION DATA DATE CODE	32. CORRECTION / Consideration Data DATE CODE	33. SECURITY REQ NO	34. SEX
35. VET PREFERENCE CODE	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY LAB BEN CODE DATE TIME
39. RESULT HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXECUTED 1. YES 2. NO	44. STATE TAX DATA FORM EXECUTED 1. YES 2. NO	45. NO TAX EXEMPTIONS CODE	46. HEALTH INS CODE
SIGNATURE OR OTHER AUTHENTICATION			

POSTED

06-10-70 JJA

SECRET

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U.S. GOVERNMENT PRINTING OFFICE: 1969 O - 344-000

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND  
EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE  
CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN,	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	997	CF GS 12 3	\$15,138

SECRET

(When Filled In)

DDJ: 10 FEB 70

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
025650		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT					
REASSIGNMENT				10/14/70		REGULAR					
6 FUNDS		V TO V		V TO CF		7 Financial Analysis No Chargeable		8 CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		1135 (325 1000)		50 USC 405 J			
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
UDP/WH DEVELOPMENT COMPLEMENT						WASH., D.C.					
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION			
FOREIGN SERV RES OFF OPS OFFICER						5037		D			
14 CLASSIFICATION SCHEDULE (US 1B, etc)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE			
FSR GS				0136.01		11B 2 12 3		10962 14291			
18 REMARKS											
WASH., D.C. TRAINING.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEGRITY CODE		24 MONTHS	
37		13		NUMERIC ALPHABETIC 51597 WH		75613		S		1	
25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI		28 MONTHS		29 DATE OF BIRTH		30 DATE OF GRADE	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
12 10 50		12 10 50		12 10 50		12 10 50		12 10 50		12 10 50	
31 INT EXPIRES		32 SPECIAL REFERENCE		33 RETIREMENT DATA		34 SEPARATION DATA CODE		35 COMPENSATION CONCURRENCE DATA		36 SECURITY REQ NO	
MO DA YR		1		1		1		1		1	
37 VET PREFERENCE		38 SERV COMP DATE		39 LONG COMP DATE		40 CAREER CATEGORY		41 PROJ HEALTH INSURANCE		42 SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CAR BSLV CODE		PROJ HEALTH INSURANCE		SOCIAL SECURITY NO	
0 NONE 1 5 PT 2 10 PT		MO DA YR		MO DA YR		CAR BSLV CODE		PROJ HEALTH INSURANCE		SOCIAL SECURITY NO	
43 PREVIOUS CIVILIAN GOVERNMENT SERVICE				44 LEAVE CAT CODE		45 FEDERAL TAX DATA				46 STATE TAX DATA	
CODE				CODE		FORM EXCLUDED CODE				FORM EXCLUDED CODE	
0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE - LESS THAN 3 YRS 3 BREAK IN SERVICE - MORE THAN 3 YRS				CODE		FORM EXCLUDED CODE				FORM EXCLUDED CODE	
1 YES 2 NO				CODE		FORM EXCLUDED CODE				FORM EXCLUDED CODE	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: right;"> <b>FOOTED</b>  <b>C2-1670 /ik</b>  <b>10 FEB 70</b>  <b>1130</b>  <b>10 FEB 70</b> </div>											

SECRET

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FORM 10-1 (Rev. 1-68) (When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	500	CF GS 12 2	\$13,835

COG

E42

COPIES  
STANDARD

SPD 41511-03

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
025658		PICCOLO JOSEPH S		51 500		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 12	2	<del>\$14,281</del> \$13,835	09/22/68	GS 12	3	<del>\$14,281</del> \$14,281	09/21/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>[Signature]</i>						DATE 22 July 1969			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS <i>[Initials]</i>						APPROVED BY <i>[Signature]</i>			
FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-31)									

NNNN

L-1

SECRET

(When Filled In)

3: 7 JUL 69

## NOTIFICATION OF PERSONNEL ACTION

DDF

1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)	
025658		FISCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION		4 EFFECTIVE DATE	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT		07   03   69	REGULAR
6 FUNDS	7 V TO V	8 V TO CF	9 CF TO V
		X	CF TO CF
10 ORGANIZATIONAL DESIGNATIONS		11 FUNDING SYMBOL	12 CSC OR OTHER LEGAL AUTHORITY
DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		0135 0620 0000	50 USC 403 J
13 POSITION TITLE		14 POSITION NUMBER	15 SERVICE DESIGNATION
POL OFFICER OFS OFFICER		1159	D
16 CLASSIFICATION SCHEDULE (NO. 16-1)	17 OCCUPATIONAL SERIES	18 GRADE AND STEP	19 SALARY OR RATE
FSR GS	0136.01	06 1 12 2	9721 12580
20 REMARKS WASH., D.C.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
21 ACTION CODE	22 EMPLOY CODE	23 SPACE CODING	24 STATION CODE
37	10	51500 WH	75013
25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LET	28 DATE OF RETIREMENT
12   08   35			
29 DATE OF ENTRY	30 SPECIAL REFERENCE	31 RETIREMENT DATA	32 SEPARATION DATA CODE
33 VET. PREFERENCE	34 SERV. COMP. DATE	35 LONG. COMP. DATE	36 CARRIER CATEGORY
37 PREVIOUS CIVILIAN GOVERNMENT SERVICE	38 LEAVE CAT. CODE	39 FEDERAL TAX DATA	40 STATE TAX DATA
SIGNATURE OR OTHER AUTHENTICATION			

FORM 1130  
3-68Use Previous  
Edition

SECRET

PLW

POSTED

070769 JKS

FVJ: 25 FEB 69

SECRET  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

DDF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE MO DA YR 02 25 69	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FINANCIAL ANALYSIS NO. CHARGEABLE 9135 0620 0000	
7. CEC OR OTHER LEGAL AUTHORITY 50 USC 403 J		8. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG THIRD COUNTRY BRANCH	
9. LOCATION OF OFFICIAL STATION WASH., D.C.		10. POSITION TITLE POL OFFICER OPS OFFICER	
11. POSITION NUMBER 1152		12. SERVICE DESIGNATION D	
13. CLASSIFICATION SCHEDULE (OS LB, etc) PSK GS		14. OCCUPATIONAL SERIES 0136.01	
15. GRADE AND STEP 10 1 12 2		16. SALARY OR RATE J721 12580	
17. REMARKS MANAGUA, NICARAGUA			

## SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37		20. EMPLOY CODE 10		21. OFFICE CODING NUMERIC ALPHABETIC 51500 WH		22. STATION CODE 75013		23. INTEGRAL CODE S		24. SECURITY CODE 1		25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR		27. DATE OF LST MO DA YR			
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1 CIV 2 CUA 3 FGA 4 NCMH		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATE TYPE MO DA YR		33. SECURITY REQ NO		34. SER		35. DATA		36. SER			
37. VET PREFERENCE CODE		38. SERV COMP DATE MO DA YR		39. LONG COMP DATE MO DA YR		40. CAREER CATEGORY CAB 25yr PROV 12yr		41. PEGAL / HEALTH INSURANCE CODE CODE 8 WAIVED 1 YES		42. SOCIAL SECURITY NO		43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 NO PREVIOUS SERVICE 2 NO BREAK IN SERVICE 3 BREAK IN SERVICE (LESS THAN 5 YRS) 4 BREAK IN SERVICE (MORE THAN 5 YRS)		44. LEAVE CAT CODE		45. FEDERAL TAX DATA FORM EMPLOYED 1 YES 2 NO		46. STATE TAX DATA FORM EMPLOYED 1 YES 2 NO	

SIGNATURE OR OTHER AUTHENTICATION

FORM 1150  
May 1967Use Previous  
Edition

SECRET

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Excluded from automatic  
downgrading and  
declassification

(When Filled In)

2

COMPENSATION  
& TAX SERVICE

SEP 10 2 02 PM '68

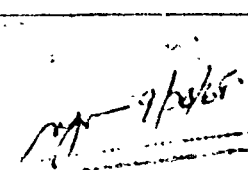
1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
029658		PICCOLO JOSEPH S		51 650		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Low Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
		11223				11563			
GS 11 4		09/23/66		GS 11 5		09/22/68			
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>E. J. Farrell</i>						DATE 12 July 68			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS						AUDITED BY			
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

1111

*[Handwritten signature]*

JLE:

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER 025633		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION PROMOTION						4. EFFECTIVE DATE MO DA YR 09 22 68		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS ▶		V TO V		V TO CF		7. Financial Analysis No. Chargeable 9135 1049 0000		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J			
CF TO V		X		CF TO CF							
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION						10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA					
11. POSITION TITLE POLITICAL OFFICER OPS OFFICER						12. POSITION NUMBER 0396		13. SERVICE DESIGNATION - D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 4 12 2		17. SALARY OR RATE 8969 12580			
18. REMARKS MANAGUA, NICARAGUA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. AT/CAT CODE 22		20. STATION CODE 10		21. OFFICE CODING NUMBER ALPHABETIC 51650 WH		22. STATION CODE 52073		23. CATEGORY CODE S		24. MONTH CODE 3	
25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR 09 22 68		27. DATE OF LEI MO DA YR 09 22 68		28. DATE OF BIRTH MO DA YR 12 08 35		29. DATE OF GRADE MO DA YR 09 22 68		30. DATE OF LEI MO DA YR 09 22 68	
31. RATE EXPIRES MO DA YR 12 08 35		32. SPECIAL REFERENCE 1. CSC 2. CA 3. FLS 4. FLS		33. RETIREMENT DATA CODE		34. SEPARATION DATA CODE TYPE		35. Correction / Cancellation Data MO DA YR		36. SECURITY REG NO 33	
37. VET PREPAREDNESS CODE		38. SERV COMP DATE MO DA YR		39. LONG. COMP DATE MO DA YR		40. CAREER CATEGORY CODE		41. FEGLI - HEALTH INSURANCE CODE		42. SOCIAL SECURITY NO	
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE		44. LEAVE CAT CODE		45. FEDERAL TAX DATA CODE		46. STATE TAX DATA CODE		47. FEDERAL TAX DATA CODE		48. STATE TAX DATA CODE	
49. PREVIOUS MILITARY SERVICE CODE		50. LEAVE CAT CODE		51. FEDERAL TAX DATA CODE		52. STATE TAX DATA CODE		53. FEDERAL TAX DATA CODE		54. STATE TAX DATA CODE	
SIGNATURE OR OTHER AUTHENTICATION											
											

FORM 1-68 17-55  
May 75 OFUse Previous  
Edition

SECRET SF

Excluded from automatic  
downgrading and  
declassification

(When Filled In)



"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962"

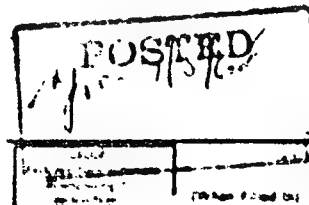
EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	OPGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	029938	91	650	CF GS 11 4	\$10,623	\$11,223

**SECRET**  
(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
CHANGE OF FAN						MO DA YR 07 02 68		REGULAR			
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		9135 1049 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION						MANAGUA, NICARAGUA					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
POLITICAL OFFICER OPS OFFICER						0396		D			
14. CLASSIFICATION SCHEDULE (GS 15 ON)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		07 4 11 4		3596 10623			
18. REMARKS											
MANAGUA, NICARAGUA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGER CODE		24. MODITY CODE	
37		10		51650 WH		52073		S		3	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	
MO DA YR 12 08 35		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA		33. SECURITY REG NO		34. SEX		35. VET PREFERENCE		36. SERV COMP DATE	
CODE		CODE		CODE		CODE		CODE		CODE	
37. LEAVE CAT CODE		38. FEDERAL TAX DATA		39. STATE TAX DATA		40. SOCIAL SECURITY NO		41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CAT CODE	
CODE		CODE		CODE		CODE		CODE		CODE	
43. FEDERAL TAX DATA		44. STATE TAX DATA		45. SOCIAL SECURITY NO		46. PREVIOUS CIVILIAN GOVERNMENT SERVICE		47. LEAVE CAT CODE		48. FEDERAL TAX DATA	
CODE		CODE		CODE		CODE		CODE		CODE	
49. FEDERAL TAX DATA		50. STATE TAX DATA		51. SOCIAL SECURITY NO		52. PREVIOUS CIVILIAN GOVERNMENT SERVICE		53. LEAVE CAT CODE		54. FEDERAL TAX DATA	
CODE		CODE		CODE		CODE		CODE		CODE	
SIGNATURE OR OTHER AUTHENTICATION											



PLW: 11:30  
100 100

Use Previous  
Edition

**SECRET**

**SF**

(When Filled In)

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\*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286  
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR+STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 11 4	\$10,166	\$10,623

SECRET

(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)															
025053		PICCOLO JOSEPH S															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT						04 21 63		REGULAR									
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY									
CF TO V		X		CF TO CF		0135 1004 0000		50 USC 403									
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
ODP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION						MANAGUA, NICARAGUA											
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION									
POLITICAL OFFICER OPS OFFICER						0396		D									
14. CLASSIFICATION SCHEDULE (GS, BR, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
FSR GS				0136.01		07.4 11.4		6596 10623									
18. REMARKS																	
MEXICO CITY, MEXICO																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		31. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE		24. MILES CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37		10		NUMERIC ALPHABETIC 51650 WH		52073		S		3		MO DA YR 12 00 35		MO DA YR		MO DA YR	
28. INT. EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA		33. SECURITY REQ. NO.		34. SER.		EOD DATA			
MO DA YR				1. CSC 2. CUB 3. PLA 4. NONE		CODE		TYPE MO DA YR									
28. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. PEGU HEALTH INSURANCE		40. SOCIAL SECURITY NO.							
CODE		MO DA YR		MO DA YR		CAB SERV PROV TEMP		CODE CODE		HEALTH INS. CODE							
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA							
CODE				CODE		FEDERAL TAX DATA				STATE TAX DATA							
1. NO PREVIOUS SERVICE 2. NO PREVIOUS SERVICE 3. BREAK IN SERVICE (LESS THAN 3 YRS.) 4. BREAK IN SERVICE (MORE THAN 3 YRS.)						FORM EXCLUDED 1 YES 2 NO				FORM EXCLUDED 1 YES 2 NO							
SIGNATURE OR OTHER AUTHENTICATION																	
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             10/13/65              [Signature]              4/13/65           </div>																	

FORM 100 1150 May 10 67

Use Previous Edition

SECRET

FVD

 EXCLUDED FROM AUTOMATIC  
 DOWNGRADING AND  
 DECLASSIFICATION  
 (When Filled In)

**SECRET**  
(When Filled In)

**BJT: 17 MAY 67**

**NOTIFICATION OF PERSONNEL ACTION**

1. SERIAL NUMBER <b>025658</b>		2. NAME (LAST FIRST MIDDLE) <b>PICCOLO JOSEPH S</b>	
3. NATURE OF PERSONNEL ACTION <b>DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM</b>		4. EFFECTIVE DATE MO. DA. YR. <b>05 07 67</b>	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS 	7. Financial Authority V TO V CF TO V <b>X</b>	8. Chargeable <b>7135 0990 0000</b>	9. CSC OR OTHER LEGAL AUTHORITY <b>PL 88-643 SECT. 203</b>
10. ORGANIZATIONAL DESIGNATIONS <b>DDP/WH</b>		11. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>	
12. POSITION TITLE		13. POSITION NUMBER	14. SERVICE DESIGNATION <b>D</b>
15. CLASSIFICATION SCHEDULE (GS, LB, etc.)		16. OCCUPATIONAL SERIES	17. GRADE AND STEP <b>11</b>
18. REMARKS <b>EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.</b>			

**SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL**

19. ACTION: 20. EMPLOY. CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTERFEE CODE	24. Mgmts. Code	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1. CSC 2. FIA 3. FICA 4. NONE		30. RETIREMENT DATA CODE <b>2</b>	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.		33. SECURITY REQ NO	
35. VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV COMP DATE MO. DA. YR.		37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CAR DESV CODE PROG TENM	39. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES		40. SOCIAL SECURITY NO.	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		42. LEAVE CAT CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE 1 - YES 2 - NO		44. STATE TAX DATA FORM EXECUTED CODE 1 - YES 2 - NO			

**SIGNATURE OR OTHER AUTHENTICATION**

**POSTED**

*8/5/86-11*

N.M. 23 SEPT 66

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST-MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
PROMOTION				09 25 66		REGULAR					
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO (NARRABLE)		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		7135 0000 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION						MEXICO CITY, MEXICO					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
POLIT OFFICER OPS OFFICER						0939		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		07 3 11 4		7975 10166			
18. REMARKS											
MEXICO CITY, MEXICO											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRATE CODE		24. MATRIN CODE	
22		10		NUMERIC ALPHABETIC		45075				3	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
31. DATE OF BIRTH		32. DATE OF GRADE		33. DATE OF LEI		34. DATE OF BIRTH		35. DATE OF GRADE		36. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
37. DATE OF BIRTH		38. DATE OF GRADE		39. DATE OF LEI		40. DATE OF BIRTH		41. DATE OF GRADE		42. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
43. DATE OF BIRTH		44. DATE OF GRADE		45. DATE OF LEI		46. DATE OF BIRTH		47. DATE OF GRADE		48. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
49. DATE OF BIRTH		50. DATE OF GRADE		51. DATE OF LEI		52. DATE OF BIRTH		53. DATE OF GRADE		54. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
55. DATE OF BIRTH		56. DATE OF GRADE		57. DATE OF LEI		58. DATE OF BIRTH		59. DATE OF GRADE		60. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
61. DATE OF BIRTH		62. DATE OF GRADE		63. DATE OF LEI		64. DATE OF BIRTH		65. DATE OF GRADE		66. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
67. DATE OF BIRTH		68. DATE OF GRADE		69. DATE OF LEI		70. DATE OF BIRTH		71. DATE OF GRADE		72. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
73. DATE OF BIRTH		74. DATE OF GRADE		75. DATE OF LEI		76. DATE OF BIRTH		77. DATE OF GRADE		78. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
79. DATE OF BIRTH		80. DATE OF GRADE		81. DATE OF LEI		82. DATE OF BIRTH		83. DATE OF GRADE		84. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
85. DATE OF BIRTH		86. DATE OF GRADE		87. DATE OF LEI		88. DATE OF BIRTH		89. DATE OF GRADE		90. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
91. DATE OF BIRTH		92. DATE OF GRADE		93. DATE OF LEI		94. DATE OF BIRTH		95. DATE OF GRADE		96. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
97. DATE OF BIRTH		98. DATE OF GRADE		99. DATE OF LEI		100. DATE OF BIRTH		101. DATE OF GRADE		102. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
103. DATE OF BIRTH		104. DATE OF GRADE		105. DATE OF LEI		106. DATE OF BIRTH		107. DATE OF GRADE		108. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
109. DATE OF BIRTH		110. DATE OF GRADE		111. DATE OF LEI		112. DATE OF BIRTH		113. DATE OF GRADE		114. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
115. DATE OF BIRTH		116. DATE OF GRADE		117. DATE OF LEI		118. DATE OF BIRTH		119. DATE OF GRADE		120. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
121. DATE OF BIRTH		122. DATE OF GRADE		123. DATE OF LEI		124. DATE OF BIRTH		125. DATE OF GRADE		126. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
127. DATE OF BIRTH		128. DATE OF GRADE		129. DATE OF LEI		130. DATE OF BIRTH		131. DATE OF GRADE		132. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
133. DATE OF BIRTH		134. DATE OF GRADE		135. DATE OF LEI		136. DATE OF BIRTH		137. DATE OF GRADE		138. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
139. DATE OF BIRTH		140. DATE OF GRADE		141. DATE OF LEI		142. DATE OF BIRTH		143. DATE OF GRADE		144. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
145. DATE OF BIRTH		146. DATE OF GRADE		147. DATE OF LEI		148. DATE OF BIRTH		149. DATE OF GRADE		150. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
151. DATE OF BIRTH		152. DATE OF GRADE		153. DATE OF LEI		154. DATE OF BIRTH		155. DATE OF GRADE		156. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
157. DATE OF BIRTH		158. DATE OF GRADE		159. DATE OF LEI		160. DATE OF BIRTH		161. DATE OF GRADE		162. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
163. DATE OF BIRTH		164. DATE OF GRADE		165. DATE OF LEI		166. DATE OF BIRTH		167. DATE OF GRADE		168. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
169. DATE OF BIRTH		170. DATE OF GRADE		171. DATE OF LEI		172. DATE OF BIRTH		173. DATE OF GRADE		174. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
175. DATE OF BIRTH		176. DATE OF GRADE		177. DATE OF LEI		178. DATE OF BIRTH		179. DATE OF GRADE		180. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
181. DATE OF BIRTH		182. DATE OF GRADE		183. DATE OF LEI		184. DATE OF BIRTH		185. DATE OF GRADE		186. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
187. DATE OF BIRTH		188. DATE OF GRADE		189. DATE OF LEI		190. DATE OF BIRTH		191. DATE OF GRADE		192. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
193. DATE OF BIRTH		194. DATE OF GRADE		195. DATE OF LEI		196. DATE OF BIRTH		197. DATE OF GRADE		198. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
199. DATE OF BIRTH		200. DATE OF GRADE		201. DATE OF LEI		202. DATE OF BIRTH		203. DATE OF GRADE		204. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
205. DATE OF BIRTH		206. DATE OF GRADE		207. DATE OF LEI		208. DATE OF BIRTH		209. DATE OF GRADE		210. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
211. DATE OF BIRTH		212. DATE OF GRADE		213. DATE OF LEI		214. DATE OF BIRTH		215. DATE OF GRADE		216. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
217. DATE OF BIRTH		218. DATE OF GRADE		219. DATE OF LEI		220. DATE OF BIRTH		221. DATE OF GRADE		222. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
223. DATE OF BIRTH		224. DATE OF GRADE		225. DATE OF LEI		226. DATE OF BIRTH		227. DATE OF GRADE		228. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
229. DATE OF BIRTH		230. DATE OF GRADE		231. DATE OF LEI		232. DATE OF BIRTH		233. DATE OF GRADE		234. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
235. DATE OF BIRTH		236. DATE OF GRADE		237. DATE OF LEI		238. DATE OF BIRTH		239. DATE OF GRADE		240. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
241. DATE OF BIRTH		242. DATE OF GRADE		243. DATE OF LEI		244. DATE OF BIRTH		245. DATE OF GRADE		246. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
247. DATE OF BIRTH		248. DATE OF GRADE		249. DATE OF LEI		250. DATE OF BIRTH		251. DATE OF GRADE		252. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
253. DATE OF BIRTH		254. DATE OF GRADE		255. DATE OF LEI		256. DATE OF BIRTH		257. DATE OF GRADE		258. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
259. DATE OF BIRTH		260. DATE OF GRADE		261. DATE OF LEI		262. DATE OF BIRTH		263. DATE OF GRADE		264. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
265. DATE OF BIRTH		266. DATE OF GRADE		267. DATE OF LEI		268. DATE OF BIRTH		269. DATE OF GRADE		270. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
271. DATE OF BIRTH		272. DATE OF GRADE		273. DATE OF LEI		274. DATE OF BIRTH		275. DATE OF GRADE		276. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
277. DATE OF BIRTH		278. DATE OF GRADE		279. DATE OF LEI		280. DATE OF BIRTH		281. DATE OF GRADE		282. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
283. DATE OF BIRTH		284. DATE OF GRADE		285. DATE OF LEI		286. DATE OF BIRTH		287. DATE OF GRADE		288. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
289. DATE OF BIRTH		290. DATE OF GRADE		291. DATE OF LEI		292. DATE OF BIRTH		293. DATE OF GRADE		294. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
295. DATE OF BIRTH		296. DATE OF GRADE		297. DATE OF LEI		298. DATE OF BIRTH		299. DATE OF GRADE		300. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
301. DATE OF BIRTH		302. DATE OF GRADE		303. DATE OF LEI		304. DATE OF BIRTH		305. DATE OF GRADE		306. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
307. DATE OF BIRTH		308. DATE OF GRADE		309. DATE OF LEI		310. DATE OF BIRTH		311. DATE OF GRADE		312. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
313. DATE OF BIRTH		314. DATE OF GRADE		315. DATE OF LEI		316. DATE OF BIRTH		317. DATE OF GRADE		318. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
319. DATE OF BIRTH		320. DATE OF GRADE		321. DATE OF LEI		322. DATE OF BIRTH		323. DATE OF GRADE		324. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
325. DATE OF BIRTH		326. DATE OF GRADE		327. DATE OF LEI		328. DATE OF BIRTH		329. DATE OF GRADE		330. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	
331. DATE OF BIRTH		332. DATE OF GRADE		333. DATE OF LEI		334. DATE OF BIRTH		335. DATE OF GRADE		336. DATE OF LEI	
12 01 35		03 25 66		13 25 66		12 01 35		03 25 66		13 25 66	

546

1. Control No.		2. Name		3. Last Salary Adjustment		4. LWOP Hours	
025458		PICCOLO JOSEPH S		51 620 CF			
5. OLD SALARY RATE		6. NEW SALARY RATE		7. TYPE ACTION			
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date
GS 10	3	<del>8,744</del> 8,997	08/29/65	GS 10	4	<del>8,744</del> 9,285	08/24/66
8. Remarks and Approval Section / / NO EXCESS LWOP / / III: PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS                      AUDITED BY  I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.  SIGNATURE: <u>[Signature]</u> DATE: <u>10/16/66</u> PAY CHANGE NOTIFICATION							

(45)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504, PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"  
 EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 10 3	\$ 8,744	\$ 8,997

PJR: 27 AUG 65

SECRET  
(When Filled In)

FORM 11-62

## NOTIFICATION OF PERSONNEL ACTION

025

1. SERIAL NUMBER 025638		2. NAME (LAST FIRST-MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION		4. EFFECTIVE DATE 08 129 165	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X		7. LOST CENTER NO. CHARGEABLE 6135 0930 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DDO WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE POLIT OFFICER OPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 10 3	17. SALARY OR RATE 7245 8440
18. REMARKS MEXICO CITY, MEXICO			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERICAL ALPHABETIC 51620 WH	22. STATION CODE 45075
23. INTEGREE CODE 1		24. Hdqrs Code 3	25. DATE OF BIRTH 12 08 35
26. DATE OF GRADE 08 23 65		27. DATE OF LEI 02 23 65	
28. NTE EXPIRES NO DA YR	29. SPECIAL REFERENCE 1 - CDC 2 - PICA 3 - NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE
32. CORRECTION/CANCELLATION DATA TYPE NO DA YR		33. SECURITY REQ NO.	
34. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		35. SERV. COMP. DATE NO DA YR	36. LONG COMP. DATE NO DA YR
37. CAREER CATEGORY CODE 1 - YES 2 - NO		38. FEGLI / HEALTH INSURANCE CODE 0 - WAIVER 1 - YES	
39. SOCIAL SECURITY NO.		40. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		42. LEAVE CAT CODE	
43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		44. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO	
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <i>94656</i> </div>			

FORM 11-62 1150

Use Previous Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)



**SECRET**  
(When Filled In)

PJH: 27 AUG 65

**NOTIFICATION OF PERSONNEL ACTION**

DDF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION INTEGRATION DEPT OF STATE		4. EFFECTIVE DATE MO DA YR 08 27 65	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	V TO CF X	7. COST CENTER NO. CHARGEABLE 6135 0990 0000	8. USC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE POLIT OFFICER OPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc) FSR GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 09 3	17. SALARY OR RATE 7245 7710
18. REMARKS SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$7710 AND FSR SALARY OF \$7245 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL HOURS SICK AND ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT OF STATE. MARITAL STATUS: SINGLE			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. EMPLOY. CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51620 WH	22. STATION CODE 45075
23. INTEGRITY CODE S	24. MGRS. CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35	26. DATE OF GRADE MO DA YR
27. DATE OF LST	28. SECURITY REQ NO	29. SEX	EOD DATA
30. NTE EXPIRES MO DA YR	31. SPECIAL REFERENCE	32. RETIREMENT DATA 1. CDC 2. FICA 3. NONE	33. SEPARATION DATA CODE
34. CORRELATION/CANCELLATION DATA TYPE MO DA YR	35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT. 2 - 10 PT.	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR
38. CAREER CATEGORY CAN CIV PRIV TEMP	39. FEGLI / HEALTH INSURANCE CODE CODE 0 - WAIVER 1 - YES	40. SOCIAL SECURITY NO.	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO	44. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMP 1 - YES 2 - NO
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b> 9-9-65 WH         </div>			

FORM 11 62 1150


Use Previous Edition

**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

542

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours				
025654		PICCOLO JOSEPH S.		49 200 V		37F				
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last IN Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADI
GS 09	2	\$ 7,464	07/19/64	GS 09	3	\$ 7,714	07/15/65			
8. Remarks and Authorization										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD 559 / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY 6K										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE:  DATE 16 June 65										
PAY CHANGE NOTIFICATION										

Form 961 560

Obsolete Previous Edition

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301  
 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
 AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUND	GR+STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S.	025654	51	A20	OF GS 10 3	\$ 7,444	\$ 8,744

SECRET

(When Filled In)

RZR: 2 JUL 65

OCF

## NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
025658		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE							
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS		07 04 65							
5. CATEGORY OF EMPLOYMENT		REGULAR							
6. FUNDS		7. COST CENTER NO. CHARGEABLE							
<table border="1"> <tr> <td>V TO V</td> <td>X</td> <td>V TO CP</td> </tr> <tr> <td>CP TO V</td> <td></td> <td>CP TO CP</td> </tr> </table>		V TO V	X	V TO CP	CP TO V		CP TO CP	6135 0990 0000	
V TO V	X	V TO CP							
CP TO V		CP TO CP							
8. CSC OR OTHER LEGAL AUTHORITY		50 USC 403 J							
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION							
DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION		MEXICO CITY, MEXICO							
11. POSITION TITLE		12. POSITION NUMBER							
OPS OFFICER		0939							
13. SERVICE DESIGNATION		D							
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)		15. OCCUPATIONAL SERIES							
GS		0136.01							
16. GRADE AND STEP		17. SALARY OR RATE							
09 2		7465							
18. REMARKS									
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE						
20	10	NUMERIC 51620 WH	45075						
23. INTEGRITY CODE	24. MAJOR CODE	25. DATE OF BIRTH	26. DATE OF GRADE						
3	12	08 35							
27. DATE OF LEI	28. WTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA						
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	33. SECURITY REQ NO.	34. SEX						
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY						
39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE						
43. FEDERAL TAX DATA	44. STATE TAX DATA	45. PREVIOUS GOVERNMENT SERVICE DATA	46. LEAVE CAT CODE						

SIGNATURE OR OTHER AUTHENTICATION

POSTED

7-22-65 H

RM 1150

Use Previous Edition

SECRET

 (When Filled In)  
 1. NAME (LAST-FIRST-MIDDLE)  
 2. DATE OF BIRTH  
 3. DATE OF GRADE  
 4. DATE OF LEI

(When Filled In)

OLD: 5 MAR 65

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025658		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHG OF SERVICE DESIGNATION				4. EFFECTIVE DATE MO DA YR 03 05 65		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS		X V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
-		CF TO V		CF TO CF		5235 1162 0000		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/SAS INTELLIGENCE STAFF RESEARCH SECTION				WASH., D. C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER				0908		D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0136.01		09 2		7425			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE	
37		10		NUMERIC ALPHABETIC 49200 SAS		75013		24. NAUGHTS CODE	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. SECURITY REQ NO		29. SEX	
MO DA YR 12 06 35		MO DA YR 		MO DA YR 					
30. NTE EXPIRES		31. SPECIAL REFERENCE		32. RETIREMENT DATA		33. SEPARATION DATA CODE		34. CORRECTION-CANCELLATION DATA	
MO DA YR 				1 - CDC 2 - PICA 3 - NONE				EOD DATA	
35. VET. PREFERENCE		36. SERV. COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEELT / HEALTH INSURANCE	
CODE 0 - NONE 1 - 5 PT 2 - 10 PT		MO DA YR 		MO DA YR 		CAN GEN / POLY TEMP		CODE 0 - NONE 1 - YES	
40. SOCIAL SECURITY NO		41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA	
		CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		CODE 		FORM EXECUTED CODE 1 - YES 2 - NO		FORM EXECUTED CODE 1 - YES 2 - NO	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             FROM POSTED H 03/08/65 2K           </div>									

FORM 1150  
11 62

Use Previous  
Edition

SECRET

SECRET  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

**SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.**

[illegible]

JCS: 17 JULY 64

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)							
025558		PICCOLO JOSEPH S							
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
PROMOTION				07 19 64		REGULAR			
6 FUNDS		7 POST CENTER NO. CHARGEABLE		8 CSC OR OTHER LEGAL AUTHORITY					
X		5275 2100 0000		50 USC 403 J					
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION					
DDS/OTR JUNIOR OFFICER TRAINEE CORPS				WASH., D. C.					
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION			
JR OF TRAINEE				0748		SJ			
14 CLASSIFICATION SCHEDULE (GS, LB, HH)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE			
GS		0090.01		GS 2		7260			
18 REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE		20 OFFICE CODING		21 STATION CODE		22 INTEGRITY CODE		23 ADHOC CODE	
22 10		28300 JOTC		75013					
24 DATE OF BIRTH		25 DATE OF GRADE		26 DATE OF LET					
12 08 35		07 19 64		07 19 64					
27 DATE OF BIRTH		28 DATE OF GRADE		29 DATE OF LET					
12 08 35		07 19 64		07 19 64					
30 DATE OF BIRTH		31 DATE OF GRADE		32 DATE OF LET					
12 08 35		07 19 64		07 19 64					
33 PREVIOUS GOVERNMENT SERVICE DATA		34 LEAVE (LT)		35 FEDERAL TAX DATA		36 STATE TAX DATA			
CODE		CODE		CODE		CODE			
1. NO PREVIOUS SERVICE		1. YES		1. YES		1. YES			
2. NO DATA IN SERVICE		2. NO		2. NO		2. NO			
3. DATA IN SERVICE LESS THAN 1 YEAR		3. NO		3. NO		3. NO			
4. DATA IN SERVICE MORE THAN 1 YEAR		4. NO		4. NO		4. NO			
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  7-21-64 </div>									

FORM 1130

Use Prescribed  
Editions

SECRET

80 JUL 1964

1. Initial and initials  
 2. Date and time  
 3. Signature

(NLT, as Filled In)

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																							
<b>1. SERIAL NUMBER</b> <b>2. NAME (LAST FIRST MIDDLE)</b> 005058    BRIDGEMAN, JAMES S.																							
<b>3. NATURE OF PERSONNEL ACTION</b> REASSIGNMENT AND CHG OF SERVICE DESIGNATION						<b>4. EFFECTIVE DATE</b> 01/01/68			<b>5. CATEGORY OF EMPLOYMENT</b> REGULAR														
<b>6. FUNDS</b> <b>7. COST CENTER NO. CHARGEABLE</b> <b>8. CSC OR OTHER LEGAL AUTHORITY</b> <div style="display: flex; justify-content: space-between;"> <div>           V TO V            CP TO V         </div> <div>           V TO CP            CP TO CP         </div> <div>           4077-11-00-1000            50 USC 402 V         </div> </div>																							
<b>9. ORGANIZATIONAL DESIGNATIONS</b> DDS/CTR JUNIOR OFFICER TRAINEE CORPS						<b>10. LOCATION OF OFFICIAL STATION</b> WASH., D. C.																	
<b>11. POSITION TITLE</b> JR. OF TRAINEE						<b>12. POSITION NUMBER</b> 07410			<b>13. SERVICE DESIGNATION</b> SJ														
<b>14. CLASSIFICATION SCHEDULE (GS, LB, etc.)</b> GS				<b>15. OCCUPATIONAL SERIES</b> 0000.01		<b>16. GRADE AND STEP</b> GS-2		<b>17. SALARY OR RATE</b> \$5000															
<b>18. REMARKS</b>  																							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																							
<b>19. ACTION CODE</b> 32		<b>20. EMPLOY CODE</b> 10		<b>21. OFFICE CODING</b> NUMERIC    ALPHABETIC 0000    0000		<b>22. STATION CODE</b> 0000		<b>23. INTEGRITY CODE</b> 0000		<b>24. MONTH CODE</b> 00		<b>25. DATE OF BIRTH</b> MO    DA    YR 12/01/35		<b>26. DATE OF GRADE</b> MO    DA    YR 01/01/68		<b>27. DATE OF SET</b> MO    DA    YR 01/01/68							
<b>28. NTE EXPIRES</b> MO    DA    YR 01/01/68				<b>29. SPECIAL DEFERMENT</b> 1. YES 2. NO				<b>30. RETIREMENT DATA</b> 1. YES 2. NO				<b>31. SEPARATION DATA CODE</b> TYPE    MO    DA    YR 0000				<b>32. SECURITY REQ NO</b> 0000		<b>33. SET</b> 0000					
<b>34. VET. PREFERENCE</b> CODE    0. NONE 1. 5 PT 2. 10 PT				<b>35. SERV COMP DATE</b> MO    DA    YR 01/01/68				<b>36. LONG COMP DATE</b> MO    DA    YR 01/01/68				<b>37. CAREER CATEGORY</b> 1. YES 2. NO				<b>38. FEGLI / HEALTH INSURANCE</b> CODE    0. WAIVER 1. YES 2. NO				<b>39. SOCIAL SECURITY NO</b> 0000000000			
<b>40. PREVIOUS GOVERNMENT SERVICE DATA</b> CODE    0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 1 YEAR) 3. BREAK IN SERVICE (MORE THAN 1 YEAR)						<b>41. LEAVE (LAI)</b> CODE    1. YES 2. NO						<b>42. FEDERAL TAX DATA</b> NO. TAX EXEMPTIONS    FORM EXECUTED 0    1. YES 2. NO						<b>43. STATE TAX DATA</b> CODE    NO. TAX EXEMPTIONS    STATE CODE 0000    0    00					
<b>SIGNATURE OR OTHER AUTHENTICATION</b> FROM: SAC																							

**POSTED**

FORM 1120

Use Previous Edition

1000

**SECRET**

14-00000  
Issued in 1968  
Revised in 1970  
Revised in 1972

(When Filled In)

125-1196

1 Serial No		2 Name		3 Last Center Number		4 LWOP Hours	
025658		PICCOLO JOSEPH S		28 300 V			
5 OLD SALARY RATE				6 NEW SALARY RATE			
Grade	Step	Salary	Low PM Date	Grade	Step	Salary	Effective Date
GS 08	2	\$ 6,600	04/26/63	GS 08	3	\$ 6,810	04/26/64
7 TYPE ACTION							
PSI ISI ADI							
8 Remarks and Authorization							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>UN</i> AUDITED BY							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i>				DATE 2/11/64			
PAY CHANGE NOTIFICATION							

REC'D BY: [illegible]  
MAR 20 2 15 PM '64

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OGI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	49	300	V	GS 08 2 \$ 6,795	\$ 6,600

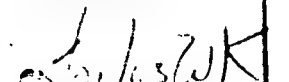


RZR: 26 APR 63

**SECRET**  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

OCF

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT			
PROMOTION					04 28 63			REGULAR			
6. FUNDS		X		V TO V		V TO CF		7. COST CENTER NO. (CHARGEABLE)		8. CSC OR OTHER LEGAL AUTHORITY	
				CF TO V		CF TO CF		3232 1000 1000		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION						
DDP/SPECIAL AFFAIRS STAFF FI/CI BRANCH					WASH., D.C.						
11. POSITION TITLE					12. POSITION NUMBER			13. SERVICE DESIGNATION			
OPS OFFICER					0583			D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0130.01			08 2			6295		
18. REMARKS											
INTELLIGENCE ANALYST OCCUPYING OPERATIONS OFFICER POSITION.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEREST CODE		24. HOURS CODE	
22		10		51300 SAS		75013				1	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LES		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LES	
12 05 35		04 29 63		04 22 63							
31. NTR EXPIRES		32. SPECIAL REFERENCE		33. RETIREMENT DATA		34. SEPARATION DATA CODE		35. CORRECTION/CANCELLATION DATA		36. SECURITY REQ NO	
NO DA 10				1 CSC 2 PICA 3 NONE		CODE		TYPE NO DA 10		EOD DATA	
37. VET PREFERENCE		38. SERV COMP DATE		39. LONG COMP DATE		40. CAREER CATEGORY		41. PEST/WEALTH INSURANCE		42. SOCIAL SECURITY NO	
CODE 0 NONE 1 5 PT 2 10 PT		NO DA 10		NO DA 10		CODE 0 NONE 1 5 PT 2 10 PT		CODE 0 NONE 1 5 PT 2 10 PT		CODE 0 NONE 1 5 PT 2 10 PT	
43. PREVIOUS GOVERNMENT SERVICE DATA				44. GRADE (A) CODE				45. FEDERAL TAX DATA			
CODE 0 NO PREVIOUS SERVICE 1 NO BASIS IN SERVICE 2 BASIS IN SERVICE (1% THAN 100%) 3 BASIS IN SERVICE (MORE THAN 100%)				CODE 0 NO 1 YES 2 NO				CODE 0 NO 1 YES 2 NO			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>   </div>											

110

### The Review

29 164

**SECRET**

SECRET

10-10-68

10-10-68

10-10-68

10-10-68

When filed by

100

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND  
 DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS,  
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
PICCOLO JOSEPH S	023658	41300	V	07 3	\$ 5685	07 3	\$ 5910

PSC: 5 SEPT 62

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025058		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REEMPLOYMENT (MILITARY) (CAREER)						08 25 62		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. COST CENTER NO. (UNCLASSIFIED)		10. CSC OR OTHER LEGAL AUTHORITY			
X						3232 1000 1000		C.S. REG. 35.204			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DUP TASK FORCE W FI - CI BRANCH						WASH., D.C.					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
INTELLIGENCE ASST						0685		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0301.23			07 3			5685		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRATED CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LST		
12	10	1300 TFW		75013			12 08 35	07 24	07 22	62	
28. DTD EMPLOY	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO		34. SEC		
							EOD DATA		10776 MI		
35. DTD PROBATION	36. SERV COMP DATA	37. LONG COMP DATA	38. DTD SERV COMP DATA	39. REG. HEALTH INSURANCE	40. SOCIAL SECURITY NO						
0	12 27 54	12 24 57			2 4 11 11 34						
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE DATA				43. STATE TAX DATA			
0											
SIGNATURE OF OTHER AUTHORITY, ATTN											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <i>[Signature]</i> </div>											

Form 861 1118

Use Previous  
Editions

SECRET

PSC: 6 OCT 1961

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
OEF									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025658		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
SEPARATION (MILITARY)				10 04 61		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. COST CENTER NO CHARGEABLE		10. CSC OR OTHER LEGAL AUTHORITY	
X						2635 5000 8021		C.S. REG. 35.2	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP WH BRANCH 4				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
INTELLIGENCE ASST -				0629		D			
14. CLASSIFICATION SCHEDULE (GS, WB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0301.28		07 2		5520			
18. REMARKS									
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRATED CODE	
48		10							
24. DATE OF BIRTH		25. DATE OF GRADE		26. DATE OF LEE		27. DATE OF LEE		28. DATE OF LEE	
12 08 35									
29. DATE OF BIRTH		30. SPECIAL DIFFERENTIAL		31. RETIREMENT DATA		32. SEPARATION DATA CODE		33. CORRECTION CANCELLATION DATA	
				18C0051				EOD DATA	
34. VET PREFERENCE		35. LEAVY COMP DATA		36. LEAVY COMP DATA		37. MIL SECT (CREDIT) LEE		38. HEALTH INSURANCE	
39. PREVIOUS GOVERNMENT SERVICE DATA		40. LEAVE (AT 43)		41. FEDERAL TAX DATA		42. STATE TAX DATA		43. SOCIAL SECURITY NO	
SIGNATURE OR OTHER AUTHENTICATION									
10/1/61 ZJK									

**SECRET**  
(When Filled In)

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hou.e				
125658		PICCOLO JOSEPH S		DDP/WH 3A V-20						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	FSI	LSI	ADI
GS	07	1 \$ 5,355	07/24/60	07	2	\$ 5,520	07/25/61			
8. Remarks and Authentication										
<p>1+ NO EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD</p> <p>/ / IN LWOP STATUS AT END OF WAITING PERIOD</p> <p>13 JUL 61 11 17</p> <p>HONOLULU</p> <p align="right">NK Jen</p>										
<b>PAY CHANGE NOTIFICATION</b>										

Form 560  
7-60

Obsolete Previous  
Edition

**SECRET**

(4-51)

**SECRET**  
(When Filled In)

**NOTIFICATION OF PERSONNEL ACTION**

PAS: 22 JULY 1960

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD			
125658		PICCOLO JOSEPH S				Mo.	Da.	Yr.	None-0	Code		M	I	Mo.	Da.	Yr.
						12	08	35	5 Pt-1	0			02	04	57	
7. SCB		8. CSC Point.		9. CSC Or Other Legal Authority		10. Apmt Affidav			11. EGLI		12. LCD		13. See Ser. Credit Ltr			
Mo.	Da.	Yr.	Yes-1	Code		Mo.	Da.	Yr.	Yes-1	Code	Mo.	Da.	Yr.	Yes-1	Code	
12	27	54	No-2	1	50 USCA 403 J				No-2		02	04	57	No-2	2	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 4				4617		WASH., D.C.				75013	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept. - 2	Code										
USMld - 4	2	INTELL ASST		0629		GS		0301.28			
Frqn - 6											
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 2		\$ 4995		D		Mo.	Da.	Yr.	Mo.	Da.	Yr.
						06	28	59	06	26	60
										0235 1000 1000	

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo.	Da.	Yr.	REGULAR		01		
				07	24	60					

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 4				4617		WASH., D.C.				75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - 2	Code										
USMld - 4	2	INTELL ASST		0629		GS		0301.28			
Frqn - 6											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
07 1		\$ 5355		D		Mo.	Da.	Yr.	Mo.	Da.	Yr.
						07	24	60	07	23	61
										1235 1000 1000	

44. Remarks

FOOTED  
28-08-60 WK

FORM 1150

**SECRET**

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED  
1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
D	PICCOLO JOSEPH S	125658	46 17	GS-06 2	\$ 4,640	\$ 4,995

/S/ EMMETT D. ECHOLS  
DIRECTOR OF PERSONNEL

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME			3. ASSIGNED ORGAN.		4. FUNDR		5. ALLOTMENT		
525638		PICCOLO JOSEPH S			DDP/WH 1		UV				
6. OLD SALARY RATE					7. NEW SALARY RATE						
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA.	YR				MO	DA	YR.
GS 06	1	\$ 4,490	06	28	58	GS 06	2	\$ 4,640	06	26	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:											
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<p align="center">OS. 11/17/58</p> <p align="center"><b>RECEIVED</b></p> <p align="right">WJ</p>											
PAY CHANGE NOTIFICATION											

FORM 5-58

560 OBSOLETE PREVIOUS EDITION REPLACES FORM 560a AND 560b.

SECRET

OFFICIAL PERSONNEL FOLDER

(4)



**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																
BES: 15 APRIL 1960																
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Service Number			5. Grade				
125658		PICCOLO JOSEPH S				Mo. 12, Da. 06, Yr. 35			None-0 5 Pt-1 10 Pt-9			Code 0 M 1 Mo. 02, Da. 04, Yr. 57				
7. ZCD		8. CSC Permit		9. CSC Or Other Legal Authority		10. Asmt. Affiliation			11. FICIL			12. LCO				
Mo. 12, Da. 27, Yr. 54		Yes-1 No-2		Code 1		50 USCA 403 J		Mo. , Da. , Yr. Yes-1 No-2			Code 1 Mo. 02, Da. 04, Yr. 57			Yes-1 No-2		

**PREVIOUS ASSIGNMENT**

14. Organizational Designations		Code		15. Location Of Official Station		Station Code	
DDP WH DIVISION CS/CS DEV COMP		4688		WASH., D.C.		75013	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.	
Dept. - 2 Field - 4 Frgn. - 6		1		MAIL AND FILE SUP		011060	
20. Occup. Series		21. Grade & Step		22. Salary Or Rate		23. SD	
0305.05		06 1		\$ 4490		DS	
24. Date Of Grade		25. P/I Due		26. Appropriation Number			
Mo. 06, Da. 28, Yr. 59		Mo. 06, Da. 26, Yr. 60		0320 1998			

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT & TRANSFER TO VOUCHERED FUNDS		01		Mo. 04, Da. 17, Yr. 60		REGULAR		01			

**PRESENT ASSIGNMENT**

31. Organizational Designations		Code		32. Location Of Official Station		Station Code	
DDP WH BRANCH 54		4617		WASH., D.C.		75013	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.	
Dept. - 2 Field - 4 Frgn. - 6		2		INTELL ASST		0629	
37. Occup. Series		38. Grade & Step		39. Salary Or Rate		40. SD	
0301.28		06 1		\$ 4490		D	
41. Date Of Grade		42. P/I Due		43. Appropriation Number			
Mo. 06, Da. 28, Yr. 59		Mo. 06, Da. 26, Yr. 60		0235 1000 1000			

44. Remarks

04-19-60 WK

SECRET

## NOTIFICATION OF PERSONNEL ACTION

AES: 8 JAN 60

1. Serial No.			2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet Pref.			5. Sex			6. CS-FOB		
525658			PICCOLO JOSEPH S			12 09 35			None-0 5-1 10-9			M 1			02 04 57		
7. SCB			8. CSC Point			9. CSC Or Other Legal Authority			10. Apmt Affidav.			11. FEGLI			12. CD		
12 27 54			Yes-1 No-2			50 USCA 403			Mo Da Yr			Yes-1 No-2			02 04 57		

## PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				4652		MEXICO CITY, MEXICO				35075	
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.		20. Occup Series			
Dept-1 USStd-3 Fign-5		5 MAIL AND FILE SUP		0510		69		0305.05			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 1		\$ 4490		05		06 28 59		06 26 60		9 3570 55 060	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		67		01 10 60		REGULAR		29 09			

## PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
CS/CS DEV COMP DDP WH DIVISION				4688		WASH., D.C.				75013	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup Series			
Dept-1 USStd-3 Fign-5		1 MAIL AND FILE SUP		011060		CS		0305.05			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
06 1		\$ 4490		05		06 28 59		06 26 60		0320 1998	

44. Remarks  
OTHER

10170  
1-28-60  
AMH

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525659		2. NAME PICCOLO JOSEPH S				3. ASSIGNED ORGAN DDP/WH		4. FUNDS UV	5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
GS	5	\$ 4,040	06	29	58	GS	5	4 170	06	28	59
8. CHECK ONE <input type="checkbox"/> NO REASON <input checked="" type="checkbox"/> EXCESS WORK IF EXCESS WORK, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LONG-STATUS AT END OF WAITING PERIOD											
9. NUMBER OF HOURS WORKED						10. INITIALS OF CLERK			11. AUDITED BY		
12. PROJECTED SALARY RATE AND EFFECTIVE DATE											
GRADE	STEP	SALARY	MO.	DA.	YR.	13. REMARKS					
						4 655340 559					
14. AUTHENTICATION											
C> <b>G. M. STEWART</b> PERIODIC STEP INCREASE - AUTHENTICATION											

FORM NO. 560a

**SECRET**

PERSONNEL FOLDER (4)

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525658		2. NAME PICCOLO JOSEPH S				3. ASSIGNED ORGAN DDP/WH 7		4. FUNDS UV	5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
4	1	\$ 3,415	02	04	57	4	2	\$ 3,500	02	09	58
REMARKS P.S. affected 2/7/58 to GS-4-2 \$3,500 per advices from UV Payroll (Addendum) 8/1/59											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED OR PRINTED, NAME OF SUPERVISOR ROBERT N. DAHLGREN						DATE 21 Jan 58		SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren</i>			
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560

**SECRET**

PERSONNEL FOLDER (4)

SECRET

# NOTIFICATION OF PERSONNEL ACTION

AES: 25 JUNE 1959

1. Serial No		2. Name (Last-First-Middle)		3. Date Of Birth			4. Vet. Pref		5. Serv		6. CS-FOB		
525658		PICCOLO JOSEPH S		Mo.	Da.	Yr.	Nono-0	Code	M	I	Mo.	Da.	Yr.
12		08		35		5 Pt-1		0		02		04 57	
7. SCD		8. CSC Reimt.		9. CSC Or Other Legal Authority		10. Apmt. Allidiv.		11. FICIT		12. LCD		13. M. Serv. Code	
Mo.	Da.	Yr.	Yes-1	Code	50 USCA 403 J		Mo.	Da.	Yr.	Yes-1	Code	Mo.	
12	27	54	No-2	1			02	04	57	No-2	2		

## PREVIOUS ASSIGNMENT

14. Organizational Designations		Code		15. Location Of Official Station		Station Code	
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION		4652		MEXICO CITY, MEXICO		45075	
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.	
Code		MAIL AND FILE CLK		0510		GS	
20. Occup. Series		21. Grade & Step		22. Salary Or Rate		23. SD	
0305.05		05 2		\$ 4100		DS	
24. Date Of Grade		25. PSL Due		26. Appropriation Number			
Mo. Da. Yr.		Mo. Da. Yr.		8 3570 55 060			
06 29 58		06 28 59					

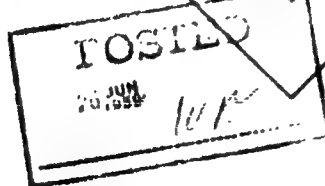
## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		06 28 59		REGULAR		01			

## PRESENT ASSIGNMENT

31. Organizational Designations		Code		32. Location Of Official Station		Station Code	
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION		4652		MEXICO CITY, MEXICO		35075	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.	
Code		MAIL AND FILE SUP		0510		GS	
37. Occup. Series		38. Grade & Step		39. Salary Or Rate		40. SD	
0305.05		06 1		\$ 4400		DS	
41. Date Of Grade		42. PSL Due		43. Appropriation Number			
Mo. Da. Yr.		Mo. Da. Yr.		3 3570 55 060			
06 12 59		06 12 60					

44. Remarks



FORM NO. 1150a

SECRET

(4)

SECRET

(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

LLC 27 JUNE 58

1. Serial No.			2. Name (Last-First-Middle)			3. Date Of Birth			4. Vot. Pref			5. Sex			6. CS - EOD		
525658			PICCOLO JOSEPH S			Mo. Da. Yr. 12 08 35			None-0 5 Pt-1 10 Pt-2			Code 0 M 1			Mo. Da. Yr. 02 04 57		
7. SCD			8. CSC Permit			9. CSC Or Other Legal Authority			10. Appt. Affidav			11. FEOL			12. LCO		
Mo. Da. Yr. 12 27 54			Yes-1 No-2			Code 1			Mo. Da. Yr. 12 27 54			Yes-1 No-2			Code 02 04 57		

## PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION				4651		MEXICO CITY, MEXICO				45075	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - 1 USfld - 3 Frqn - 5		Code 5		MAIL AND FILE CLERK		510		GS		0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 2		\$ 3850		DS		Mo. Da. Yr. 02 04 57		Mo. Da. Yr. 02 09 58		8 3570 55 060	

## ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo. Da. Yr. 06 29 58		REGULAR		01			

## PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION				4652		MEXICO CITY, MEXICO				45075	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - 1 USfld - 3 Frqn - 5		Code 5		MAIL AND FILE CLK		0518		GS		0305.05	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
05 1		\$ 4040		DS		Mo. Da. Yr. 06 12 58		Mo. Da. Yr. 06 12 59		8 3570 55 060	

44. Remarks

POSTED

Cf

## S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE  
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI  
DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	925658	GS-04-2	\$ 3,500	\$ 3,850

GORDON M. STEWART  
/S/ DIRECTOR OF PERSONNEL

S E C R E T

**SECRET**  
(When Filled In)

### NOTIFICATION OF PERSONNEL ACTION

1. Serial No. 525355		2. Name (Last-First-Middle) PICCOLO JOSEPH S		3. Date Of Birth Mo. Da. Yr. 10 01 25		4. Vet. Prof. None-0 5 Pt-1 10 Pt-2 0		5. Sex M 1		6. CS-FOB Mo. Da. Yr. 02 04 57	
7. SCD Mo. Da. Yr. 12 27 54		8. CSC Retmt. Yes-1 No-2 1		9. CSC Or Other Legal Authority 50 UCCA 102 J		10. Apmt. Affidav Mo. Da. Yr.		11. FEGLI Yes-1 No-2 1		12. LCB Mo. Da. Yr. 02 04 57	
										13. Civil Serv. Act. Yes-1 No-2 2	

### PREVIOUS ASSIGNMENT

14. Organizational Designations DDP FI RECORDS INTEGRATION DIVISION ANALYSIS AND OPERATIONS BRANCH INDEX SECTION				Code		15. Location Of Official Station WASH. D. C.				Station Code	
16. Dept. - Field Dept. - 1 USfld - 3 Frqn - 5		17. Position Title Code 2 FILE CLERK		18. Position No. 424 05		19. Serv. GS		20. Occup. Series 0305.01			
21. Grade & Step 04 1		22. Salary Or Rate \$ 3415		23. SD DS		24. Date Of Grade Mo. Da. Yr.		25. PSI Due Mo. Da. Yr.		26. Appropriation Number 8 2309 23	

### ACTION

27. Nature Of Action REASSIGNMENT (TRANSFER TO UNVOUCHERED FUNDS)		Code OE		28. Eff. Date Mo. Da. Yr. 11 03 57		29. Type Of Employee REGULAR		Code 01		30. Separation Data	
---	--	------------	--	--	--	---------------------------------	--	------------	--	---------------------	--

### PRESENT ASSIGNMENT

31. Organizational Designations DDP WH BRANCH III MEXICO CITY, MEXICO STATION				Code 451		32. Location Of Official Station MEXICO CITY, MEXICO				Station Code 45075	
33. Dept. - Field Dept. - 1 USfld - 3 Frqn - 5		34. Position Title Code 5 MAIL AND FILE CLERK		35. Position No. 516		36. Serv. GS		37. Occup. Series 0305.05			
38. Grade & Step 04 1		39. Salary Or Rate \$ 3415		40. SD DS		41. Date Of Grade Mo. Da. Yr. 02 04 57		42. PSI Due Mo. Da. Yr. 02 10 55		43. Appropriation Number P 3570 45 0 0	

44. Remarks  
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

FORWARDED  
61555  
*[Signature]*

SECRET

CENTRAL INTELLIGENCE AGENCY

F.O. 20 Dec 1957

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MRS - MISS - ONE GIVEN NAME, INITIALS, AND SURNAME) <b>MR. JOSEPH S. PIGNOLO</b>		2. DATE OF BIRTH <b>12 Dec 1935</b>	3. JOURNAL OR ACTION NO. <b>6351</b>	4. DATE <b>4 February 1957</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>EXCEPTEE APPOINTMENT</b>		6. EFFECTIVE DATE <b>4 Feb 1957</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USC 403 j</b>	
FROM		TO		
8. POSITION TITLE <b>File Clerk</b>		<b>HW-424.09</b>		
9. SERVICE, SERIES, GRADE, SALARY <b>GS-0305.01-4</b>		<b>\$3415.00 per annum</b>		
10. ORGANIZATIONAL DESIGNATIONS <b>Records Integration Division Analysis &amp; Operations Branch Index Section</b>				
11. HEADQUARTERS <b>Washington, D. C.</b>				
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> <b>X</b>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD:16</b>		
15. SEX <b>M</b>	16. APPROPRIATION FROM: <b>7-2309-23</b>		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>	18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS UNIT) <b>4 Feb 1957</b>
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>Florida</b>				
20. REMARKS  <b>RC-101</b>  Subject to the satisfactory completion of a trial period of one year. Subject to the satisfactory completion of a medical examination. Pay rate shown is subject to adjustment upon verification of prior services. <b>DOJ: 2/1/57</b> <b>CSNOB: 2/1/57</b> <b>LCD: 2/1/57</b> <b>SCD: 12/27/54</b>  <b>PST DUE 2/9/58</b>  <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"><p>Personnel Folder Requested <u>2-1-57</u> from <u>151</u> Initials <u>4</u></p></div> <div style="text-align: center;">ENTRANCE PERFORMANCE RATING: <div style="display: flex; justify-content: space-around; align-items: center;"><div>Director of Personnel</div><div>100 90 80 70 60 50 40 30 20 10 0</div><div>100 90 80 70 60 50 40 30 20 10 0</div></div></div>				

4. PERSONNEL FOLDER COPY



**SECRET**  
CLASSIFICATION

### FITNESS REPORT

#### SECTION A 265 441 914 GENERAL INFORMATION

1. EMPLOYEE NUMBER 025658	2. NAME (Last, First, Middle) Piccolo, Joseph S.	3. DATE OF BIRTH 8 Dec 35	4. GRADE GS-13	5. CODE DAG
6. POSITION TITLE Ops Officer	7. REPORTING PERIOD (FROM-TO) DDO/CI/O/C/LA	8. TYPE OF REPORT Hqs	9. DATE REPORT DUE IN O.P. 1 Oct 78 - 30 Sept 79	10. TYPE OF REPORT X INITIAL X ANNUAL REASSIGNMENT SPECIAL
11. TYPE OF APPOINTMENT X CAREER RESERVE TEMPORARY	12. TYPE OF REPORT X CONTRACT SPECIAL OTHER			

#### SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT

#### SECTION C

#### PERFORMANCE EVALUATION

**U-Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken & proposed in Section D.

**M-Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

**P-Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.

**S-Strong** Performance is characterized by exceptional proficiency.

**O-Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

#### SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

<b>SPECIFIC DUTY NO. 1</b> Serve as senior CI coordinator for LA Division; to monitor the Division's CI activities; to provide guidance and support for its CI problems and operations.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 2</b> Participate in Counterintelligence and Operational Security Surveys.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 3</b> Screen LA Division traffic containing items of CI significance; maintain liaison with other CI components of the USG; perform special CI case assignments.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 4</b> Maintain CI working files including basic information on the CI objectives of LA Division.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 5</b>	<b>RATING LETTER</b>
<b>SPECIFIC DUTY NO. 6</b>	<b>RATING LETTER</b>

#### OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsiveness, pertinent personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most closely reflects the level of performance.

**RATING LETTER**

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**SECTION D****NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Dec 12 8 10 AM '79

Mr. Piccolo's work experience in LA Division and Cuban operations, his inquisitive instincts, his activist style, and his keen analytical skills, superbly qualify him to serve as the senior CI Staff coordinator for LA Division. One obvious measure of his strong, continued effectiveness, is that in any given week he receives more requests for guidance, CI file reviews, and other forms of CI support, than any of our other area division coordinators. On the other hand, because of his in-depth, across the board knowledge of LA's operational activities, he represents a unique resource to C/CI when the latter has to respond knowledgeably and rapidly to inquiries from the DDO level on LA related matters. On that score alone, C/CI has commented on his deep satisfaction with Mr. Piccolo's impressive performance.

During the year, Mr. Piccolo led the team which conducted an in-depth CI and Operational Security Survey of Brasilia Station and its two Bases. The final report was well received by the Division and the Station, which began implementing certain of the team's suggested recommendations before its return to Headquarters. As with other CI survey reports, the Brasilia study was forwarded to the DDO and the DCI for their information. Mr. Piccolo is one of the more experienced survey officers, having participated in or led five station survey exercises in AF and LA Divisions.

//continued//

**SECTION E****CERTIFICATION AND COMMENTS**

<b>1. BY SUPERVISOR</b>		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  14	IS THIS REPORT BEING SHOWN TO EMPLOYEE. GIVE EXPLANATION Following report not meeting Profile 0 2 S 13 P M U	
DATE 10 Dec 1979	OFFICIAL TITLE OF SUPERVISOR Chief, CI/OG/OC	TYPED OR PRINTED NAME AND SIGNATURE <i>Stephen F. Creane</i> Stephen F. Creane
<b>2. BY EMPLOYEE</b>		
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 10 Dec 79	SIGNATURE OF EMPLOYEE <i>Joseph J. Piccolo</i>
<b>3. BY REVIEWING OFFICIAL</b>		
COMMENTS OF REVIEWING OFFICIAL  Mr. Piccolo is a very competent, serious and ambitious officer. As the senior CI coordinator for LA Division, he has represented the Staff extremely well and, more importantly, has ensured rapid, professional and informed follow-up on counter-intelligence problems and leads in that active area. He knows his client division well, his advice and support are regularly sought, and he has an unusual ability to penetrate to the essentials of a given operational matter. All with whom he deals in LA Division hold him in high esteem.		
(continued)		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/CI/OG	<i>Jack Friedlander</i> Jack Friedlander
<b>4. BY EMPLOYEE</b>		
I CERTIFY I HAVE BEEN THE EMPLOYEE IN A POSITION TO EVALUATE THE SUPERVISOR'S PERFORMANCE. I HAVE NOT BEEN EVALUATED BY THE SUPERVISOR.		SIGNATURE OF EMPLOYEE <i>Joseph J. Piccolo</i>

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The operational traffic Mr. Piccolo screens for the "front office" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of our other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile service to the Division and Staff can be cited but we will note for the sake of brevity only three to underscore our point. (1) For the past two years he has been the guiding and principal referent on a joint Agency/FBI proposal which would enable the FBI to engage in foreign CI operations against the Soviet intelligence services on the Mexican side of the border. His perseverance in shepherding the instrument through its various approval stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE Division as a consultant, because of his Brazilian expertise, in a case involving a Brazilian walk-in who claimed PLO connections. Ultimately Mr. Piccolo participated directly in the interrogation/assessment process, and was a key factor in finally persuading the Brazilian to return to Brazil to work in place against the PLO. Finally (3), he has quite justifiably earned the reputation (per student critiques and faculty commentary) as one of the most effective instructors on the CI Staff. He lectures regularly in the CI and BOC courses, and participates in the Walk-Ins and Doubled Agent seminars for our military and FBI colleagues.

Again, Mr. Piccolo's performance during this past year, as in previous years, reflected a sustained superior effort, which, I am convinced, will continue to be the pattern in the future.

SECTION E. REVIEWING COMMENTS (continued)

Rating officer properly highlights Mr. Piccolo's determination and perseverance in pushing a major joint CIA-FBI program through Washington's often unbelievable bureaucracy. A lesser man would have thrown in the towel long ago. Mr. Piccolo, understanding the importance of this proposal, was determined to "hang in there;" success resulted.

A veteran CI survey officer, Mr. Piccolo headed a team inspecting Brasilia Station during this year. Perceptive identification of a number of potential counterintelligence and operational security problems, have induced this Station to take certain corrective action and its future operational programs will surely benefit from these.

Major contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to achieve his considerable potential, needs additional overseas postings.

In the meantime we are fortunate indeed to have him on our Staff; he is one of our best. I unhesitatingly concur in the Rating Officer's letter grades and narrative comments.

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14 March 1979

MEMORANDUM FOR: Mr. Joseph S. Piccolo, Jr.  
CI Staff/Operations Group  
Operations Coordination Branch/LA

SUBJECT : Letter of Instruction

General:

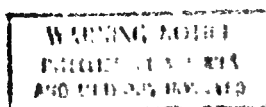
1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. While the position of Coordinator has certain liaison aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the CI Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54, Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

Specific Duties:

2. As the LA Coordinator, your major continuing duties will be:

a. To develop close and effective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.

b. To participate when requested in the planning and conduct of Field Counterintelligence and Operational Security Surveys designated by the C/CI Staff.



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c. To monitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.

d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.

e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.

3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

*Stephen F. Creane*  
Stephen F. Creane  
Chief, CI/OG/OC

I have read and understood the above.

*Joseph S. Piccolo, Jr.*  
Joseph S. Piccolo, Jr.  
LA Division CI Coordinator

*14 Mar 77*  
Date

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**CLASSIFICATION**

**FITNESS REPORT**

**SECTION A**

**GENERAL INFORMATION**

1. EMPLOYEE NUMBER 025058	2. NAME (Last, First, Middle) PICCOLO, Joseph S.	3. DATE OF BIRTH 8 Dec. 35	4. SEX M	5. GRADE GS-13	6. SD DAG
7. CURRENT POSITION/TITLE Operations Officer		8. OFFICE SYMBOL/ASSIGNMENT DIO/CIOC/LANE	9. CURRENT STATION Hqs.		10. CODE (See 1)
11. TYPE OF APPOINTMENT		12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAPTER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (From-To) 1 Oct. 77 - 30 Sept. 78			14. DATE REPORT DUE IN O.P. October 78		

**SECTION B**

**QUALIFICATIONS UPDATE**

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

**SECTION C**

**PERFORMANCE EVALUATION**

<input checked="" type="checkbox"/> Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
<input type="checkbox"/> Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
<input type="checkbox"/> Satisfactory	Performance is satisfactory. Desired results are being produced in the manner expected.
<input type="checkbox"/> Strong	Performance is characterized by exceptional proficiency.
<input type="checkbox"/> Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

<b>SPECIFIC DUTY NO. 1</b> Maintain close working relationships with LA Division personnel in support of DIO counterintelligence operations and activities; and provide guidance and support in the furtherance of those activities.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 2</b> Assist in the review and coordination of assigned double agent cases in your geographic area which are sponsored by the U.S. military and other U.S. agencies; and help manage certain select foreign CI cases.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 3</b> Monitor hostile intelligence approaches to U.S. persons in your geographic area.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 4</b> Participate in the LAST Section contribution to an overall CI Staff annual evaluation of counterintelligence programs in LA Division field stations.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 5</b> Screen non-restricted DIO operational telecommunications for threat of CI significance.	<b>RATING LETTER</b> S
<b>SPECIFIC DUTY NO. 6</b>	<b>RATING LETTER</b>

**OVERALL PERFORMANCE IN CURRENT POSITION**

Rate with utmost impartiality about the employee's overall performance in the current position and on performance of specific duties. Performance should be judged on the basis of the employee's performance in the current position and on performance of specific duties. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

**RATING LETTER**

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CLASSIFICATION

## SECTION D

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explore ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

During the period under review Mr. Piccolo was the senior referent in the Branch for LA Division affairs. In this capacity he functioned most effectively and efficiently, and fully exploited his more than 17 year's association with LA Division.

With respect to Specific Duties, No's 3 and 5 are pretty much self explanatory and are the bread-and-butter type activities that provide you a data base for approaching other responsibilities and keep you au courant of operational conditions. There is no rating for No. 4 as this activity this year was handled by O/C/CI.

In terms of Specific Duty No. 1., Mr. Piccolo has had several field station assignments in LA Division plus several at Headquarters. He maintains close and continuing contact with country desks and staff officers and when appropriate has initiated operational comments and suggestions. For example, when reviewing the traffic from an on island Cuban reporting source he noted indications that the source might be under hostile control, and sent forward a memorandum outlining these indications to COG while deferring to them for further action. On another occasion when a walk in appeared at an overseas Station he again approached COG

-Continued -

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

12

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

C-5

DATE

1 Dec 78

OFFICIAL TITLE OF SUPERVISOR

DC/OG/OCB

TYPED OR PRINTED NAME AND SIGNATURE

John F. Markham

## 2. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☒ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

1 Dec 78

SIGNATURE OF EMPLOYEE

Joseph S. Piccolo

## 3. BY REVIEWING OFFICIAL

## COMMENTS OF REVIEWING OFFICIAL

This Fitness Report is one of the most thorough and balanced from a substantive view which I have reviewed in some time. I find it to be accurate from my perspective and reflects my own contention that Mr. Piccolo is for his grade one of the most productive, aggressive and versatile officers we have in the DO.

Earlier this year Mr. Piccolo received a QSI in recognition of his fine performance on the CI Staff during the previous year. There is no question that a sustained superior effort on Mr. Piccolo's part will continue to be the pattern in the future. He has a prosperous career ahead of him.

DATE

1 December 1978

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, CI/O/C

TYPED OR PRINTED NAME AND SIGNATURE

Stephen J. Creano

## 4. BY EMPLOYEE

SIGNATURE OF EMPLOYEE

S E C R E T  
CLASSIFICATION

## S E C R E T

## Continuation of Fitness

Joseph S. Piccolo

and outlined to them the reasons he believed the walk-in was a provocation. COG agreed to withhold any attempts at operational exploitation until the walk-in's bona fides were better established. The walk-in subsequently failed a polygraph on the question was he being directed at us.

With respect to Duty No. 2, usually focused on the activities of USAINTA while his colleague focused on those of OSI. In any event, each could readily fill in as substitute if the other were absent. The range of operational initiatives available to us in these cases is, for the most part, limited and our main in-put is in terms of area knowledge and operational experience. Nevertheless, Mr. Piccolo did address himself to the problem of coverage of controlled U.S.: Person double agents when travelling overseas and drafted a general consent agreement for agents to sign permitting us CI coverage of them while abroad. The suggestion is in the hands of the military services the FBI and Agency legal authorities and its ultimate fate is not known.

In terms of ad hoc assignments Mr. Piccolo has participated in two CI Operational Surveys, namely Buenos Aires and Bogota. In both instances he was the team leader. A CI Survey is defined as an in depth review of a Stations operational activities designed to detect efforts by and determine the capabilities of foreign intelligence services to carry out recruitment, penetration, provocation and deception operations and to evaluate the threat these pose to the Station. The Surveys are time consuming and taxing, requiring a review of all pertinent Headquarters files, a visit to the Station to review field files and interview all operational personnel, and then return to Hqs. to compile a report that may run as few as fifty pages or more than one hundred. The reports are addressed to the COS and the DDO, although the DCI has instructed that he be routinely included on the distribution of each report. Mr. Piccolo's level of performance is reflected in the fact that Bogota was his fourth survey.

In another ad hoc activity Mr. Piccolo was responsible for retrieving a proposal regarding joint activities with the FBI in a very sensitive area from the Bench Mark paper being submitted to the National Security Council/Special Coordination Committee NSC/SCC) on counterintelligence programs, and suggesting that it be submitted jointly with the FBI to appropriate USC authorities. This suggestion is currently being implemented and in so doing has required consultation and meetings with the FBI from the working level to very senior officers.

Mr. Piccolo is an experienced and professional officer requiring a minimum of supervision. He is aggressive, imaginative and has demonstrated his initiative. He writes well and is even stronger in his verbal skills. He can defend his position vigorously and skillfully but is disciplined and will accept the final decision if contrary to his own view without grumbling. He has an engaging personality. I would be happy to serve with him again either at Hqs or overseas.

S E C R E T



SECRET

1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo  
CI/LANE Section

SUBJECT : Letter of Instruction

I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

II. Operations Coordination Branch - General Missions and Goals

CI/OC is responsible for monitoring and coordinating the foreign CI activities of CIA and other U.S. agencies, and providing appropriate support and guidance to such activities. It conducts CI and Operational Security Surveys of Directorate field stations, and manages certain select, sensitive foreign CI operations. It investigates and issues the necessary approvals for the operational use of all prospective DDO agents and assists in the monitoring of agent performance for CI purposes. It contributes critiques annually to FPDS on the progress of field stations toward their CI objectives, and in general monitors the counterintelligence performance of CIA elements in accordance with the pertinent provisions of Executive Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC.

IV. Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

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CL BY 057250

1. Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.


3. To assist in the review and coordination, in conjunction with the central referent, of assigned double agent cases in your geographic area which are sponsored by the U.S. military and other U.S. agencies; and to help manage certain select, foreign CI cases.

4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your performance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:

  
Joseph S. Piccolo

  
John F. Markham

1 Sept 78  
Date

SECRET

1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo  
CI/LANE Section

SUBJECT : Letter of Instruction

I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

II. Operations Coordination Branch - General Missions and Goals

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III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC.

IV. Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

12 IMPDET  
CL BY 057250

1. Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.


3. To assist in the review and coordination, in conjunction with the central referent, of assigned double agent cases in your geographic area which are sponsored by the U.S. military and other U.S. agencies; and to help manage certain select, foreign CI cases.

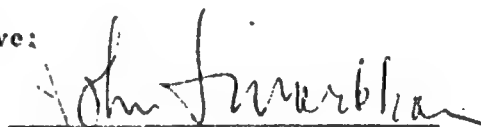
4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your performance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:

  
Joseph S. Piccolo

  
John F. Markham

1 Sept 78  
Date

**SECRET**  
CLASSIFICATION

FITNESS REPORT										
<b>SECTION A GENERAL INFORMATION</b>										
1. EMPLOYEE NUMBER <b>025658</b>		2. NAME (Last, First, middle) <b>Piccolo, Joseph</b>			3. DATE OF BIRTH <b>8 Dec 35</b>		4. SEX <b>M</b>		5. GRADE <b>GS-13</b>	
6. OFFICIAL POSITION/TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDO/CI/OG/SO</b>		8. CURRENT STATION <b>HQS</b>		9. CODE (See 11) <b>XX HQS</b>			
10. TYPE OF APPOINTMENT					11. TYPE OF REPORT					
<input checked="" type="checkbox"/> <b>CAREER</b>		<input type="checkbox"/> <b>RESERVE</b>		<input type="checkbox"/> <b>TEMPORARY</b>		<input type="checkbox"/> <b>INITIAL</b>		<input checked="" type="checkbox"/> <b>ANNUAL</b>		
<input type="checkbox"/> <b>CONTRACT</b>		<input type="checkbox"/> <b>SPECIAL</b>		<input type="checkbox"/> <b>OTHER</b>		12. REPORTING PERIOD (FROM-TO) <b>1 Oct 76-30 Sep 77</b>		13. DATE REPORT DUE IN O.P. <b>31 Oct 77</b>		
<b>SECTION B QUALIFICATIONS UPDATE</b>										
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.										
<b>SECTION C PERFORMANCE EVALUATION</b>										
<b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D. <b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described. <b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected. <b>S-Strong</b> Performance is characterized by exceptional proficiency. <b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.										
<b>SPECIFIC DUTIES</b>										
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
<b>SPECIFIC DUTY NO. 1</b> Operations officer for multiple lead highly sensitive CI project.								<b>RATING LETTER</b> <b>S</b>		
<b>SPECIFIC DUTY NO. 2</b> Case officer for CI/FBI project involving extensive international and domestic travel.								<b>RATING LETTER</b> <b>O</b>		
<b>SPECIFIC DUTY NO. 3</b> Investigation and exploitation of CI leads derived from Agency and/or FBI operations.								<b>RATING LETTER</b> <b>S</b>		
<b>SPECIFIC DUTY NO. 4</b> Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.								<b>RATING LETTER</b> <b>O</b>		
<b>SPECIFIC DUTY NO. 5</b> To serve as Acting Branch Chief.								<b>RATING LETTER</b> <b>S</b>		
<b>SPECIFIC DUTY NO. 6</b>								<b>RATING LETTER</b>		
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>										
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and pertinent limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								<b>RATING LETTER</b> <b>S</b>		

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11. IMPDET CI BY 061197

*Handwritten initials: S, P, M*

SECRET

## NARRATIVE COMMENTS

## SECTION D

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Piccolo is an integral part of the Special Operations Branch which, in way of explanation, is charged with undertaking certain sensitive operations assigned by Chief, CI; it is also responsible for a variety of ad hoc requirements not normally found elsewhere in the DDO which require the handling of off beat but CI related investigations; and in rendering support to the FBI in its cases abroad. Mr. Piccolo in the fulfillment of these assorted tasks of the Branch has demonstrated discretion, tact, flexibility, open mindedness, operational knowhow and good common sense. He is viewed as a highly experienced, completely dependable officer, requiring a minimum of supervision. He does, however, know when to seek guidance and accepts it with good cheer. His approach to operational problems is based on a solid appreciation of what is required and is not afraid to express his views on a problem when necessary, but he will implement a decision once made. These attributes coupled with his fairness, single minded approach to his work and dedication, mark him as a professional in the true sense of the word.

/Continued/

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION <b>15</b>	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE <b>25 October 1977</b>	OFFICIAL TITLE OF SUPERVISOR <b>AC/CI/OG/SO</b>	TYPED OR PRINTED NAME AND SIGNATURE <b>Daniel R. Niesciur</b>

## 2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE <b>25 OCT 77</b>	SIGNATURE OF EMPLOYEE <b>Joseph S. Piccolo</b>
--	--------------------------	---

## 3. BY REVIEWING OFFICIAL

## COMMENTS OF REVIEWING OFFICIAL

I have known Mr. Piccolo since early this year and have been much impressed by his professionalism, conscientiousness and capacity for just plain hard work. He has done everything that we have asked him to do quickly and well. His work both on the sensitive and productive CI project mentioned by the rating officer and on several counterintelligence surveys has been consistently first-rate. He thinks well and he writes well. Based on his broad field experience, his language skill and his deep dedication to the Agency, he would appear to have considerable growth potential. He is one of our very best officers. I unhesitatingly concur in the rating officer's letter grades and narrative comments.

DATE <b>26 OCT 1977</b>	OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Chief, CI Ops Group</b>	TYPED OR PRINTED NAME AND SIGNATURE <b>Jack Friedlander</b>
----------------------------	--	--

## 4. BY EMPLOYEE

I CERTIFY I HAVE READ THE ENTIRE REPORT AND IT IS TRUE. I HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE <b>Joseph S. Piccolo</b>
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SECRET

SECRET

FITNESS REPORT  
October 1977

Joseph S. Piccolo

SECTION D    NARRATIVE COMMENTS    - /Continued/

In addressing the specific duties, Mr. Piccolo has been engaged during the past year in the exploitation of a sensitive multi-lead CI Project which has resulted in a neutralization of some Soviet espionage activity abroad. In the furtherance of this project he supervised, with an even hand, one intelligence assistant. Mr. Piccolo has been called upon to support CI activities requiring extensive travel abroad in support of joint Agency and FBI objectives. He executed these assignments with a singular degree of professionalism. Recently he organized and ran a CI training course for foreign liaison. This required the preparation of course material in Spanish and personally delivering lectures in the Spanish language. The Station described this effort as an outstanding contribution to the current task of molding the liaison service into an efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI Operational Surveys, he has been designated to head a CI Survey team going to Latin America. Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable and whose accomplishments have been significant. We would commend Mr. Piccolo for any assignment in field operations above any of his peers.

**SECRET**

25 October 1977

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

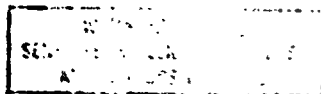
Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counterintelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any intelligence service abroad with which CIA maintains a liaison relationship. To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the hostile opposition as well as problems which confront friendly liaison services and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.

E2 IMPDET  
CL BY 061197**SECRET**



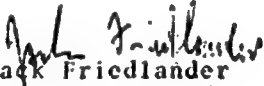
SECRET

3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties

4. In fulfilling your responsibilities you will be expected to perform the following duties:

- a. Operations officer for multiple lead highly sensitive CI project.
- b. Case officer for CI/FBI project involving extensive international and domestic travel.
- c. Investigation and exploitation of CI leads derived from Agency and/or FBI operations.
- d. Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.
- e. To serve as Acting Branch Chief.

  
Jack Friedlander  
Chief, CI Staff  
Operations Group

I have read and understood the above.

  
Joseph S. Piccolo, Jr.

1  
SECRET

**SECRET**  
CLASSIFICATION

FITNESS REPORT											
<b>SECTION A GENERAL INFORMATION</b>											
1. EMPLOYEE NUMBER <b>025658</b>		2. NAME (Last, first, middle) <b>Piccolo, Joseph S.</b>			3. DATE OF BIRTH <b>12/08/35</b>		4. SEX <b>M</b>		5. GRADE <b>GS-13</b>		
6. OFFICIAL POSITION TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDO/CI/OG/AO &amp; SO</b>			8. CURRENT STATION <b>HQS</b>		9. CODE (CA, I) <b>X HQS</b>		10. DF	
11. TYPE OF APPOINTMENT				12. TYPE OF REPORT							
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE		<input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL		<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT	
<input type="checkbox"/> CONTRACT		<input type="checkbox"/> SPECIAL		<input type="checkbox"/> OTHER		13. REPORTING PERIOD (FROM-TO) <b>01/12/76 - 09/30/76</b>			14. DATE REPORT DUE IN O.P. <b>October 1976</b>		
<b>SECTION B QUALIFICATIONS UPDATE</b>											
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.											
<b>SECTION C PERFORMANCE EVALUATION</b>											
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>											
<b>SPECIFIC DUTIES</b>											
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
SPECIFIC DUTY NO. 1  Conduct CI operational surveys									RATING LETTER  <b>S</b>		
SPECIFIC DUTY NO. 2  To serve as acting branch chief									RATING LETTER  <b>S</b>		
SPECIFIC DUTY NO. 3  To serve as operations officer for a multiple lead CI project.									RATING LETTER  <b>S</b>		
SPECIFIC DUTY NO. 4  To case officer a CI project involving inter-division travel abroad.									RATING LETTER  <b>S</b>		
SPECIFIC DUTY NO. 5									RATING LETTER		
SPECIFIC DUTY NO. 6									RATING LETTER		
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>											
Take into account everything about the employee which influences his effectiveness in the current position such as performance of specific duties, productivity, conduct on job, cooperation, personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.									RATING LETTER  <b>S</b>		

SECRET  
CLASSIFICATION

## SECTION D

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and "good" consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Piccolo joined the CI Staff at his initiative and has served in several different roles in the period of this report. These included positions as survey officer in the Area Operations Branch for six months, operations officer in the Special Operations Branch for three months and then acting chief of that branch for two months. Overall he has performed his duties in these positions with efficiency and thoroughness.

During the six month period Mr. Piccolo was assigned to the Area Operations Branch, his duties consisted of participation in CI operational surveys of two countries, e.g., Ethiopia and Peru. By way of explanation, a CI operational survey is defined as an in-depth review, both at headquarters and in the field, of a Station's operational activities in order to detect efforts by and determine the capabilities of foreign intelligence services to accomplish recruitments, penetrations, provocations and deception operations plus an evaluation of the threat these pose to future operations and assets. The surveys are conducted by a team of two or more operations officers and their final report may be 100 or more pages in length. The report is addressed to the DDO and the Area Division Chief and gives them a detailed CI profile of the Station.

(CONTINUED)

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

14 DEC 1979

OFFICIAL TITLE OF SUPERVISOR

DC/CI Staff Ops Group

TYPED OR PRINTED NAME AND SIGNATURE

Robert G. L. Wall

## 2. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☐ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

14 DEC 1979

SIGNATURE OF EMPLOYEE

Joseph S. Piccolo

## 3. BY REVIEWING OFFICIAL

## COMMENTS OF REVIEWING OFFICIAL

I fully concur with the comments of the supervisor. I have been most pleased with the manner in which Mr. Piccolo has moved in and taken over the management of his branch in the absence of the branch chief who departed with little warning. Mr. Piccolo is a hard-nosed, honest evaluator of CI problems. He has, however, the ability to manage problems and people with tact and professionalism.

DATE

14 DEC 1979

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, CI Staff Ops Group

TYPED OR PRINTED NAME AND SIGNATURE

Lawrence M. Sternfield

## 4. BY EMPLOYEE

I HAVE ☐ OR HAVE NOT ☐ ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

14 DEC 1979

SIGNATURE OF EMPLOYEE

Joseph S. Piccolo

CLASSIFICATION

SECRET

FITNESS REPORT

Joseph S. Piccolo, Employee #025658

SECTION D - NARRATIVE COMMENTS (Continued)

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The two countries which Mr. Piccolo helped survey represent widely varying operational and social environments. In both instances, however, the Station Chiefs cabled Headquarters at the end of the field aspect of the survey complimenting the team on the thoroughness and understanding with which they conducted the survey, and commented on the usefulness and practicality of the team's recommendations. It should be noted that these cables had considerable impact on DDO management and were used widely in the extension of the survey program into other areas.

Although Mr. Piccolo's field exposure has been exclusively in the Latin American area, he has a widely varied operational background, having served in varying operational capacities in several stations, and he is perceptive in his understanding of operational realities. His personality is positive and outgoing, and in most instances he is able to initiate very quickly a responsive dialogue with fellow officers. He is adaptable in outlook and reads quickly and with understanding; qualities almost indispensable in an activity of this kind. In sum, Mr. Piccolo approached both Surveys with enthusiasm and a sense of responsibility, completed his written report (he had a different partner in each case) promptly and accurately. He undoubtedly would have been engaged in a third survey except his temporary tour ended and he was assigned permanently elsewhere in the Staff.

In his duties in the Special Operations Branch, Mr. Piccolo has excelled in his management responsibilities in the sense of both getting the work out of his people and in getting along with them. He is on good terms with all of them. He has shown good CI mentality and a thoroughness which is essential to good CI work. His dedication to his work is shown by his punctuality in the morning and his presence in his office well after five most evenings. His production as operations officer has been steady and thorough for both of the projects for which he has responsibility. Unfortunately, he experienced a period of ill health following a hectic TDY; however, he returned to duty at the first opportunity and resumed his duties with vigor. His versatility was recently demonstrated by his participation in a joint meeting with representatives of a foreign service over a period of several days and evenings during which he proved fully effective in achieving Agency objectives in a liaison and social environment.

The most impressive aspect of Mr. Piccolo's performance and one deserving special mention in this fitness report is his ability with the written word. It is fully accurate to say that the survey reports to which he contributed were much better written than were those of his peers. He has the ability to describe an operational situation in terms which are at the same time meaningful, concise and easy to read. It is a pleasure to read his material and to compliment him on this ability in this report.

SECRET

SECRET

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT: Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counterintelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any intelligence service abroad with which CIA maintains a liaison relationship. To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the hostile opposition as well as problems which confront friendly liaison services and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.

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CL BY 008885

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3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties


4. In fulfilling your responsibilities you will be expected to perform the following duties:

a. To carry out ad hoc operational requirements as may be assigned such as the conduct of CI Surveys at overseas stations.

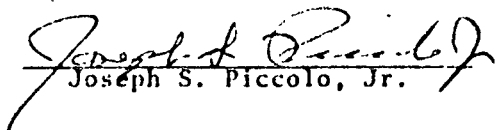
b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.

c. To serve as the Headquarters case officer for certain highly sensitive CI operations.

d. To exploit CI leads arising out of sensitive material and command channel communications.

  
Lawrence M. Sternfield  
Chief, CI Staff  
Operations Group

I have read and understood the above.

  
Joseph S. Piccolo, Jr.

SECRET

**CONFIDENTIAL**

<b>FITNESS REPORT</b>				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.				
<b>SECTION A GENERAL INFORMATION</b>								
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)			3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
		Joseph S. Piccolo			8 Dec 1935	M	GS-13	D
7. OFFICIAL POSITION TITLE				8. OFF. DIV/BR OF ASSIGNMENT		9. CURRENT STATION		
Operations Officer						Managua		
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to)		13. DATE REPORT DUE IN O.P.			
				21 Jan - 7 Aug 1975				
<b>SECTION B PERFORMANCE EVALUATION</b>								
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>								
<b>SPECIFIC DUTIES</b>								
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).								
SPECIFIC DUTY NO. 1						RATING LETTER		
Responsible for the Station's Operational Program targetted against Communist, Terrorist and political Left target						S		
SPECIFIC DUTY NO. 2						RATING LETTER		
Conducts daily liaison operation to extract intelligence and operational support for Station unilateral efforts and to assess and cultivate liaison or other military officers for unilateral						S		
SPECIFIC DUTY NO. 3 recruitment.						RATING LETTER		
Cultivates a Cabinet level target for eventual recruitment as an agent of influence						S		
SPECIFIC DUTY NO. 4						RATING LETTER		
Acts as DCOS and, in the absence of the COS, as ACOS						S		
SPECIFIC DUTY NO. 5						RATING LETTER		
Develops unilateral assets in the MIABYSS target area.						(S)		
SPECIFIC DUTY NO. 6						RATING LETTER		
Serves as Station Technical Referent						(S)		
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>								
<p>Tally into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct, job responsibilities, personal characteristics, habits and particular weaknesses or talents. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the statement which most nearly reflects his level of performance.</p>						RATING LETTER		
						S		

FORM 43N

**CONFIDENTIAL**

30 DEC 1975

## CONFIDENTIAL

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This is an end of tour report covering the fourteen months in which this Officer has been under my supervision. Managua Station has just submitted its first Statement of Accomplishment Goals under the newly-established MBO reporting system and schedule. Consequently, this report combines Subject's duties as specified in two previous LOI's which run from 1 June 1974 to 30 May 1975 and from 1 June 1975 through 31 July 1975. The duties listed are therefore broader than those to be reflected in the latest LOI now being formulated as a logical adjunct to the new MBO format and content.

(\*) (On specific duties No. 5 and 6, there is so little content or substance associated with these duties as to make a Letter Rating meaningless. The Narcotics target in Nicaragua is practically non-existent and there is no current need for technical operations to support approved operational activities. The duties are listed only because they were included in the LOI.)

## DUTY NO. 1

Responsible for the operational program against the communist and extremist target, this officer handles three agents and a contract agent in a highly proficient manner.

(See Attached Sheet)

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
7 August 1975	Chief of Station	
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>The assessment given above of Mr. Piccolo's performance seems to be well-balanced and generally fair. His performance as described fits with my knowledge of it. It should be noted that it is very difficult to establish much of an operational record in Managua because of the lack of intelligence targets and the low level of community interest in developments in Nicaragua. It is to his credit that Mr. Piccolo was able to recruit in the only target available--the terrorist FSLN.</p> <p>Mr. Piccolo is poised and quiet in demeanor. He is a reliable, dependable officer of good judgment.</p> <p>I agree with the rater that Mr. Piccolo should be given the opportunity to do something different. A rotational tour to another DDO component would probably be very helpful to his overall development and motivation at this time. I concur in the overall assessment of his performance as "Strong."</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
2 December 1975	Deputy Chief, IA Division	Raymond A. Carter

I certify that I have seen and entries in this report.

CONFIDENTIAL

18 DEC 75



S E C R E T

- 2 -

SECTION C      NARRATIVE COMMENTS

He handles a contract agent who, in turn, handles a low level penetration of the orthodox communist party. This marginal asset is kept on the payroll at a modicum cost for the purpose of filling gaps, and for spotting, until better coverage can be developed. The contract agent, whose administration is almost identical to that required for a NOC, also produces information on the extremist target through his marital connections.

Also handled under Duty No. 1 is a high level member of a legal political party of socialist persuasion, which has traditionally demonstrated a propensity for cooperation with the communists and/or extremists in Nicaragua. This paid agent produced twenty eight intelligence reports with a Value Quotient (VQ) average of 4.07 over this period. This agent, handled directly, requires and receives close and alert guidance. He has provided valuable spotting information, which the Case Officer has followed up, accomplishing the full cycle of assessment, development and successful recruitment of a member of the communist youth organization, who will be targetted against both the communist youth, the orthodox party, and hopefully, into the FSLN (terrorist organization.)

Acting upon a lead from ERHATCHET-2, a former media asset, this Officer also contacted, assessed, developed and recruited a student who was formerly with the Revolutionary Students Front (FER-support arm of the FSLN terrorist organization.) This asset is being targetted against the FER and FSLN.

Considering the paucity of leads available on the elusive but important FSLN target, (a Priority 1 Objective of the Station), these two recent recruitments are judged to be very significant achievements, attributable to this Officer's language fluency, sincerity, experience and style, which makes it all look easier than it really is.

Subject has been criticized in his last two Fitness Reports for not developing new assets into the key target area (terrorists). It is important, therefore, to recognize his efforts and achievements now, as detailed above. He had never been a strong recruiter, but had always been an above-average agent handler who could extract more information and services

S E C R E T

SECRET

- 3 -

NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising prospects against the FSLN in the long history of FSLN operations in Nicaragua. It is suggested that this Officer's contribution of only two recruitments (at the very end of his tour of duty) could well be more meaningful and productive than the efforts of a super-salesman whose acquisitions later prove to be marginal or useless.

DUTY NO. 2

Subject conducts Station liaison at the working level with two contacts. His main job is the maintenance of the relationship, an effort handicapped by political considerations which oblige him to take but never give, to cancel scheduled training, and to maintain a low profile. Nevertheless, he does manage to extract information of interest on the terrorist and political targets, and the relationship does provide him with access to certain military officers who are being assessed and developed. Additionally, this Officer shares the task with the COS of conducting liaison at the policy level, an even more difficult, and less productive effort. Subject's warm and winning personality and extensive experience are key factors in his ability to maintain the relationship at all, which results in clear net gain to the Organization.

DUTY NO. 3

Subject has done exceedingly well in the development and cultivation of ERLANK-1 for gradual recruitment as an agent of influence. PRQ Parts I and II have been submitted, and ERLANK-1 is responding to Subject's overtures of friendship. ERLANK-1 has agreed to a turn-over, and this was accomplished very recently.

DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

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- 4 -

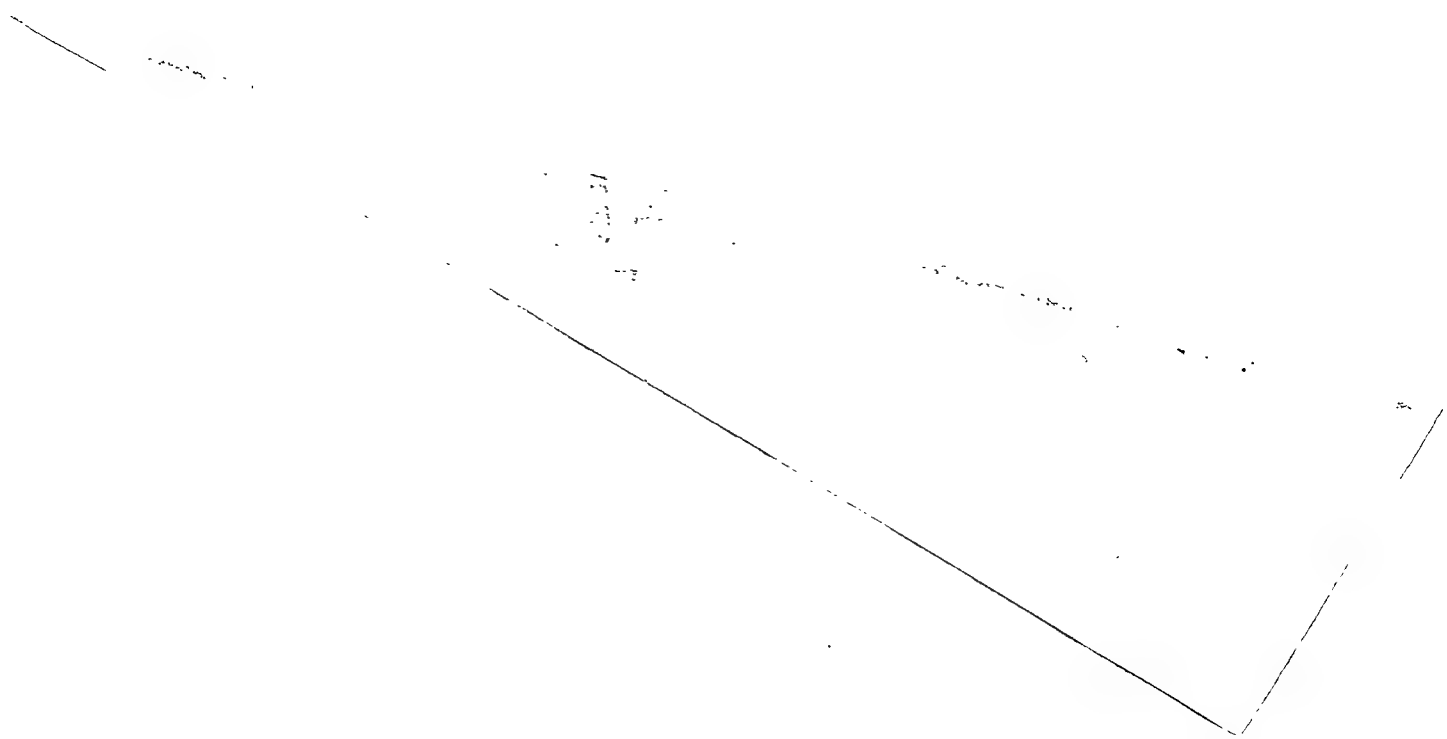
NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his performance. He was obliged to deal with the most difficult Ambassador ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincere and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without alienating them. This rater has gotten on well with Subject. His experience, self-confidence and directness are such, however, that he might well be difficult to supervise if there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and resist advice or guidance which he might judge as unsound. While some might consider the trait a shortcoming, this rater considers it a strength, overall.

SECRET



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- 5 -

NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance over the past fourteen months under my supervision, it would be necessary to point to a weak showing in operational and representational entertaining. In the former category, particularly, he could have spent more of his weekend and night hours with Liaison/Military and other contacts for developmental purposes. In his regular work hours, however, which included some nights and weekends, he was more than gainfully employed in the accomplishment of his assigned duties. He is not a clock-watcher, but stays with the Liaison, and agent meetings, as well as with the paperwork until they are completed.

This Officer is the victim of personnel requirements, which has resulted in an Organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.

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**CONFIDENTIAL**  
CLASSIFICATION

FITNESS REPORT									
<b>SECTION A GENERAL INFORMATION</b>									
1. EMPLOYEE NUMBER <b>025658</b>		2. NAME (Last, first, middle) <b>Piccolo, Joseph S.</b>			3. DATE OF BIRTH <b>1935</b>		4. SEX <b>M</b>	5. GRADE <b>13</b>	6. SD <b>D</b>
7. OFFICIAL POSITION TITLE <b>Ops Officer -- DCOS</b>			8. OFF. DIV. BR OF ASSIGNMENT <b>DDO/LA/CAN</b>		9. CURRENT STATION <b>Managua</b>		10. CODE (if one) HQS. <input checked="" type="checkbox"/> <b>X</b> <input type="checkbox"/> <b>DP</b>		
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> <b>CAREER</b> <input type="checkbox"/> <b>RESERVE</b> <input type="checkbox"/> <b>CONTRACT</b> <input type="checkbox"/> <b>OTHER (Spec)</b> <input type="checkbox"/> <b>TEMPORARY</b>					12. TYPE OF REPORT <input checked="" type="checkbox"/> <b>ANNUAL</b> <input type="checkbox"/> <b>REASSIGNMENT</b> <input type="checkbox"/> <b>SPECIAL</b>				
13. REPORTING PERIOD (from-to) <b>6 June 1974 - 30 September 1974</b>					14. DATE REPORT DUE IN O.P. <b>ASAP</b>				
<b>SECTION B QUALIFICATIONS UPDATE</b>									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
<b>SECTION C PERFORMANCE EVALUATION</b>									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
<b>SPECIFIC DUTIES</b>									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									
SPECIFIC DUTY NO. 1  <b>See attached Cable in Lieu of Fitness Report.</b>								RATING LETTER	
SPECIFIC DUTY NO. 2								RATING LETTER	
SPECIFIC DUTY NO. 3								RATING LETTER	
SPECIFIC DUTY NO. 4								RATING LETTER	
SPECIFIC DUTY NO. 5								RATING LETTER	
SPECIFIC DUTY NO. 6								RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsiveness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's current performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER  <b>S</b>	

FORM 43

CLASSIFICATION  
**CONFIDENTIAL**

11. REPORT OF BY **0070348** *J*

**CONFIDENTIAL**  
CLASSIFICATION

**SECTION D****NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

See attached Cable in Lieu of Fitness Report

**SECTION E****CERTIFICATION AND COMMENTS****1. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

20 January 1975

Chief of Station

/s/ Raymond J. Swider

**2. BY EMPLOYEE**

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

☒

HAVE NOT ATTACHED

20 January 1975

/s/ Joseph Piccolo

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

See Attached

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

05 February 75

DC/LA Division

/s/ Raymond A. Warren

**4. BY EMPLOYEE**

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

20 February 1975

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

**CONFIDENTIAL**  
CLASSIFICATION

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PAGE 01

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MANA 11575

**S E C R E T** 211330Z JAN 75 STAFF

CITE MANAGUA 11575 SECTION 1 *of 2*

TO: DIRECTOR,

ADMIN PERS

RYBAT

*CABLE SEC SUGGESTS DISSEM TO: MCP*  
IF DESIRED, SEND FORM 1004 TO CABLE SEC.

REF: DIRECTOR 644201

1. FOLLOWING IS SUBMITTED PER REFERENCE. SECTION "B":

SPECIFIC DUTY NUMBER ONE: STATION OFFICER RESPONSIBLE

FOR OPERATIONAL PROGRAM DIRECTED AGAINST COMMUNIST,

TERRORISTS AND POLITICAL LEFT. RATING LETTER "S";

SPECIFIC DUTY NUMBER TWO: STATION LIAISON OFFICER,

RATING LETTER "S";

SPECIFIC DUTY NUMBER THREE: MANAGES UNILATERAL PENE-

TRATION OF SECURITY SERVICE. RATING LETTER "S";

SPECIFIC DUTY NUMBER FOUR: SUPERVISES CONTRACT AGENT

WHO HANDLES PENETRATION OF COMMUNIST PARTY AND SPOTTER,

ASSESSER OF POTENTIAL TERRORIST MOVEMENT PENETRATION

ASSETS. RATING LETTER "B";

SPECIFIC DUTY NUMBER FIVE: DCOS, SUPERVISING ONE

CLERICAL, ONE CONTRACT AND TWO COMMUNICATORS AND ACTING OFFICER

**S E C R E T**

*Piccolo*

*D*



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		TORI211432Z JAN 75		MANA 11575	

IN CHARGE IN ABSENCE OF COS. RATING LETTER "S". OVERALL RATING LETTER "SN".

2. SECTION "C" NARRATIVE COMMENTS FOLLOW:

(1) IN HIS CAPACITY AS THE STATION OFFICER RESPONSIBLE FOR OPERATIONS AGAINST THE COMMUNIST AND POLITICAL LEFT AND INDIGENOUS TERRORIST MOVEMENT, SUBJECT HAS PERFORMED VERY WELL ALTHOUGH NOT YET SUCCESSFUL IN EFFECTING ADDITIONAL PENETRATIONS. RECRUITMENT NOT HIS STRONGEST POINT. ADDITIONALLY, HE WAS BURDENED WITH TOO MUCH AND TOO DIVERSIFIED A WORKLOAD. THIS OFFICER WILL RECEIVE A NEW LETTER OF INSTRUCTION SHORTLY, REFLECTING THE SUDDEN AND URGENT NEED OF SUCCESSFUL EFFORTS AGAINST THE LOCAL TERRORIST GROUP WHICH HAS EMERGED AS REAL THREAT TO PHYSICAL SECURITY OF OFFICIAL PERSONNEL AND TO POLITICAL STABILITY OF NICARAGUA. HIS HANDLING OF ESTABLISHED ASSETS IN THIS FIELD HAS RESULTED, OVER THE PAST SIX MONTHS, TREBLING THE INTELLIGENCE REPORTING OVER THE PREVIOUS SIX MONTH PERIOD. AN ADJUNCT TO THESE DUTIES IS THE HANDLING OF ONE U.S. CONTRACT AGENT WHO HANDLES A PENETRATION OF THE CHTHOCOA COMMUNIST PARTY. THIS CONTRACT AGENT

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TORI2114322 JAN 75

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ABSORBS MORE OF THE CASE OFFICERS TIME THAN HE MERITS,  
AND THIS IS ATTRIBUTABLE TO UNFORTUNATE LACK OF NATURAL  
APTITUDE ON PART OF THIS PARTICULAR CONTRACT AGENT.  
ADJUSTMENTS WILL BE MADE TO MAKE BETTER USE OF CASE  
OFFICER TIME.

(2) AS STATION LIAISON OFFICER, HE PERFORMS IN AN  
EXTREMELY STRONG MANNER, USING HIS WINNING WAYS WITH  
THE NICARAGUAN INTELLIGENCE OFFICERS TO EXTRACT, ON  
CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE CHIEF  
OF THE SERVICE IS ESPECIALLY FOND OF THE OFFICER AND  
BECAUSE OF THE FRIENDSHIP OCCASIONALLY VOLUNTEERS  
TIDBITS OF INFORMATION WHICH ARE TECHNICALLY STILL  
UNRELEASABLE STATE SECRETS. TRECKLER IS NOW IN THE  
PROCESS OF ATTEMPTING TO REDIRECT LIAISON EFFORTS  
TOWARDS BETTER AND INCREASED COVERAGE OF THE COMMUNIST  
AND TERRORIST TARGETS. WHILE WALKING THAT TIGHTROPE  
OF AVOIDING AGENCY COMMITMENT TO ANY NEW LARGE EXPEND-  
ITURES OF RESOURCES. WITHIN THE LIAISON CONTEXT, HE HAN-  
DLES THE UNILATERAL PENETRATION OF THE SECURITY SERVICE,  
WHO COMPLEMENTS STATION COVERAGE OF THE LOCAL SUBVERSIVE

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SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABLE FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH GOOD CHEER.

(3) DCOS AND OCCASIONAL ACOS, SUPERVISING ONE CLERICAL, ONE CONTRACT AND TWO COMMUNICATORS, SUBJECT SHOWS MUCH STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY IN THE FUTURE. HIS LOW KEY AND DELIBERATE SPEECH AND BODY MOVEMENTS ARE MOST DECEPTIVE. HE IS, IN FACT,

6 PAGE 3 MANAGUA 11575 S E C R E T  
SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE WITH SUBORDINATES, AS ACOS HE DOES AN EXCELLENT JOB OF DEALING WITH THE MOST DIFFICULT AMBASSADOR EVER ENCOUNTERED BY THE RATER.

(4) IN THE SEVEN AND A HALF MONTHS IN WHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALWAYS IMPRESSED WITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND MISSION OF A FIELD STATION. HE IS A "NATURAL" FIELD INTELLIGENCE OFFICER, HIGHLY FLEXIBLE, HARD WORKING

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AND WITH THE INVALUABLE ABILITY TO GET ALONG WITH A WIDE VARIETY OF PEOPLE AT ALL SOCIAL AND EDUCATIONAL LEVELS, FROM THE PRESIDENT OF THE COUNTRY TO THE MOST ILLITERATE OF NICARAGUANS, UPON ARRIVING AT THE STATION FIFTEEN MONTHS AGO, IN THE WAKE OF THE DISASTROUS EARTHQUAKE, HE SET ABOUT TO INSTITUTE SOME SEMBLANCE OF SECURITY OVER STATION DOCUMENTS, ESTABLISHED A SECURE PAPER FLOW ROUTINE, SET UP MISSING FILES AND SUGGESTED MANY NEW OFFICE PROCEDURES WHICH HAVE CONTINUED TO THE PRESENT, WHEN THE STATION WAS BURDENED WITH A PERSONNEL SITUATION IN WHICH THE STATION FINANCES, LOGISTICS AND SUPPORT WERE NOT BEING HANDLED COMPETENTLY, SUBJECT STEPPED IN QUIETLY AND ENSURED THAT THESE ESSENTIAL DUTIES WERE BEING PERFORMED TO ACCEPTABLE STANDARDS, THAT BURDEN LASTED FOR A YEAR BUT HE NEVER COMPLAINED OR RECEIVED RECOGNITION, HE IS REMARKABLE IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD STATION JOB, BY VIRTUE OF HAVING DONE THEM PROFESSIONALLY HIMSELF IN THE PAST, HE HAS SERVED AS A FILE CLERK, AN INTELLIGENCE ASSISTANT AND CASE OFFICER. NOW,

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IN 471163

TOR12114322 JAN 75

MANA 11575

AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION,  
HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE,  
MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY.  
GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE  
ORGANIZATION, 12 OF THEM ABROAD, HAVE RESULTED IN HIS  
FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOWLEDGE-  
ABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER.  
HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE  
GAMUT FROM RUNNING ACCESS AGENTS, THIRD COUNTRY DENIED  
AREA OPERATIONS, DOUBLE AGENT OPERATIONS, C.P. PENETRATION

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**S E C R E T** 211330Z JAN 75 STAFF

CITE MANAGUA 11575 FINAL SECTION OF 2

TO: DIRECTOR,

ADMIN PERS

RYBAT

PROGRAMS TO HIS CURRENT DUTIES, AND INCLUDE EXTENSIVE  
SUCCESSFUL MANAGEMENT OF NOC'S, HE IS ABOVE AVERAGE IN  
HIS COST-AND SECURITY-CONSCIOUSNESS, KEEPS EXCELLENT  
RECORDS, SPEAKS FLUENT SPANISH AND IS A VALUABLE MEMBER  
OF THE EMBASSY TEAM.

(5) THE RATER APPRECIATES THE ROCK-SOLID RELIABILITY  
OF THIS OFFICER, CONSIDERS HIM TO BE AN IDEAL DEPUTY  
CHIEF OF STATION, AND WOULD GLADLY SERVE AGAIN WITH HIM  
IN ANY CAPACITY AT ANY TIME. IN VIEW OF HIS PERFORMANCE,  
ABILITY, PROFOUND CONCEPT OF STATION FUNCTION PLUS  
CONTINUED POTENTIAL FOR ADVANCEMENT, HE SHOULD BE GIVEN  
SERIOUS CONSIDERATION FOR ADVANCEMENT TO THE NEXT GRADE,  
AT THE NEXT APPROPRIATE OPPORTUNITY.

3, SUBJECT WAS SEEN AND SIGNED ABOVE ON 20 JANUARY  
1975, E2, IMPDET,

..

**S E C R E T**

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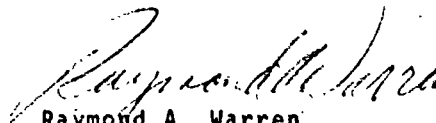
S E C R E T

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject: Joseph S. Piccolo  
6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.

  
Raymond A. Warren  
Deputy Chief  
Latin America Division

E2 IMPDET  
CL BY 009560

S E C R E T

## CONFIDENTIAL

FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
<b>SECTION A. GENERAL INFORMATION</b>							
1. EMPLOYEE NUMBER 025658		2. NAME (last, first, middle) Piccolo, Joseph S.		3. DATE OF BIRTH 1935		4. SEX M	5. GRADE GS-13
7. OFFICIAL POSITION TITLE Ops Officer-DCOS		8. OFF/DIV/BR OF ASSIGNMENT DDO/WH/2		9. CURRENT STATION Managua			
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH	<input checked="" type="checkbox"/> Of Supervisor REASSIGNMENT	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to) 20 Sept 1973-5 June 1974		13. DATE REPORT DUE IN O.P. N/A		
<b>SECTION B. PERFORMANCE EVALUATION</b>							
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Acting COS Duties. Supervises tw clerical, one HOC officer and tw communicators						RATING LETTER S	
SPECIFIC DUTY NO. 2 Station operations officer with direct agent handling responsibilities for Communist Party and related targets						RATING LETTER S	
SPECIFIC DUTY NO. 3 Liaison Officer						RATING LETTER S	
SPECIFIC DUTY NO. 4 Station operations officer for operations directed against the Narcotics target						RATING LETTER P	
SPECIFIC DUTY NO. 5 Operations Officer handling a sensitive liaison penetration operation						RATING LETTER P	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER S	



## CONFIDENTIAL

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify, or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p>(The following is directly keyed to Subject's "Letter of Instructions")</p> <p>As ACOS he has demonstrated a thorough understanding of Agency policies and regulations. He works well with those he supervises and has exhibited unusual patience while diligently instructing and correcting employees. During my absences, he has worked well with Senior members of the Embassy and has been accepted by Embassy and Station personnel alike as a mature, sensible and experienced officer.</p> <p>As Liaison Officer for the Station, he has done an excellent job of improving the effectiveness of the "Special Unit" by offering his expertise, improving their physical working conditions and convincing them to expand their horizons. The unit appears to be responding well to his leadership and should prove more productive in the future.</p> <p>His handling of a sensitive unilateral contact in Liaison has resulted in obtaining what information the contact is willing to disclose. Although categorized as a penetration, the operation is more that of a contact who is willing to provide inside information to clarify certain situations and events rather than an aggressive penetration seeking all that lies behind the scenes. This is a principal liaison contact with whom a good working relationship must be maintained and such a relationship does exist.</p> <p>He has made very little progress in operations against the Narcotics target. Subject inherited very little in sources and has not developed any new prospects. (Continued)</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
4 June 1974	/s/ Joseph Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
8			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
4 June 1974	COS	/s/ George Fill	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>This seems to be a fair report which rates Subject about the same way that I would, based on my understanding of his performance. Subject is a mature and competent officer who does a fine job of handling existing operations and administrative tasks but has not been very aggressive in developmental work. The sleepy tropical atmosphere of Managua may not be very inspiring operationally, but new business is needed and Subject is believed to be capable of turning in a stronger performance in that area. He has the potential for further career advancement.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
3 July 1974	Deputy Chief, WH Division	James A. Warren	

CONFIDENTIAL

## C O N F I D E N T I A L

EMPLOYEE NUMBER: 25658

## Section C - Narrative Comments (Continued)

Subject's performance is strong in handling the present unilateral sources directed against the internal domestic target. Specifically, he has a thorough understanding and knowledge of the Christian Socialist and Communist Parties. Subject, however, has not made an effort to develop new potential sources.

In summation, it is clear that Subject has the background, experience and knowledge to perform the tasks in an outstanding manner. Some of these tasks, those that interest him most, he does very well now. Others, that he has determined are not of sufficient value or interest, he disregards. Where Subject must take steps to improve is in his overall attitude towards work to be accomplished. This being a very small station can be a handicap to an officer who must work harder to produce the little intelligence of interest that is available. Subject must spend more of his free time among the local community in an attempt to expand his contacts, contacts that could result in the development and recruitment of new sources.

Subject is well liked and accepted by the American Community. He and his wife entertain well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookkeeping is consistently up to date.

C O N F I D E N T I A L

## CONFIDENTIAL

FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
<b>SECTION A. GENERAL INFORMATION</b>							
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DATE OF BIRTH		4. SEX	5. GRADE & SD
025658		Piccolo, Joseph S.		8 Dec 35		M	GS-13 D
7. OFFICIAL POSITION TITLE				8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION	
Ops Officer				DDO/wh/5		Rio de Janeiro	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
CAREER	CAREER PROVISIONAL	RESERVE	ANNUAL	21-MONTH	30-MONTH	REASSIGNMENT	<input checked="" type="checkbox"/> SPECIAL
CONTRACT	SPECIAL	TEMPORARY	12. REPORTING PERIOD (From-to)		13. DATE REPORT DUE IN O.P.		
			1 Aug 72 - 12 July 73				
<b>SECTION B. PERFORMANCE EVALUATION</b>							
<p><b>U--Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M--Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P--Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S--Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O--Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
As Deputy Chief of Base, sharing in supervision of the whole Base (including direct supervision of two NOC's) and serving as acting Base Chief during the COB's absence.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Serving as senior FI/CI case officer for the Base and as consultant on ALSOBER/ALPALOOKA matters for other Bases and Station.						O	
SPECIFIC DUTY NO. 3						RATING LETTER	
Providing informal guidance to the case officers concerning operational and other related problems.						O	
SPECIFIC DUTY NO. 4						RATING LETTER	
Development of new operations: spotting, selection, development and recruitment of new ANNOTH.						P	
SPECIFIC DUTY NO. 5						RATING LETTER	
Operational and intelligence reporting and correspondence.						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, range of views, personal traits or habits and particular techniques or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

FORM 43N

CONFIDENTIAL

## CONFIDENTIAL

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject is an exceptionally responsible and mature officer who also combines with these virtues outstanding ability in the fine tuning, analysis and direction of highly complex human cases. During the period under review he handled a most complex and delicate exploitation and termination of a high level ALSOBER penetration with CKPOLAR ramifications with a substantial degree of success. He has also served, in his capacity as deputy base chief, as counsellor and provider of guidance to case officers concerning virtually all of the Base's operations and particularly the more complex and difficult agent cases. His unusually keen intuition and perceptiveness have consistently helped the Base to avoid pitfalls and recognize important but obscure operational factors. His operational judgement is extremely sound.

During the period under review Subject has had an opportunity to demonstrate his ability as a supervisor and the results have been impressive. He is naturally careful and thoughtful as well as objective in his dealings with people and he adds elements of sensibility and sympathy as well which enable him to get good responses and inspire confidence. Case officers and other personnel tend to gravitate to him naturally seeking help and guidance and he gives of himself generously in these situations. He has shown excellent leadership potential also during the occasions on which he has taken over as acting base chief and has not been afraid to take

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 9 July 73	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 9 July 73	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE /s/ David B. McGrath
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>I concur in this excellent rating in all respects. The performance of this fine officer has been superior. He played a crucial role at the Base. He is a strong considerate supervisor with potential for growth. The failure to get out on the street and recruit during the past year (I am not familiar with previous experience) can be partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his personality (or at least his mood at that stage of his tour). Subject is perhaps more comfortable, or seemed to be during the rating period, handling going agents (indigenous and NOC's) which he does superbly,</p> <p>(continued)</p>		
DATE 9 July 73	OFFICIAL TITLE OF REVIEWING OFFICIAL COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ Wilfred Kopelowitz

CONFIDENTIAL

CONFIDENTIAL

new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been an excellent judge of men (and women) and their quality. In his dealings with LNFALL, its various LNBZZ agencies and their directors he has held up the Base's interests and image well while seeking fair and practical answers and solutions. He has a good sense of economy in monetary as well as other affairs. As he becomes more senior and more exclusively a supervisor and executive he should become more and more effective.

Subject is an excellent operational manager and agent handler who gets the best out of his assets. He is probably not so strong as an operational starter and developer and this appears to be due in part to an instinct to avoid exposure and eschew the glad hand. On the other hand, he has undertaken two rather difficult developmental operations starting from scratch during the past six months and has at least proven that he can do this kind of work when it is necessary. In both these cases he may have tried to move too fast in order to reach recruitment point before his departure but this is understandable. His written work is well conceived and conscientious and perhaps even somewhat above average for case officers of his grade and experience. Like most BKHERALD officers, however, he does not take sufficient pains to achieve simple, clear, forceful expression with the result that, while his best efforts are effective his second best is apt to result in lack of organization and clarity. He should work on this - a suggestion might be that he practice avoiding metaphors and adopt a straight declarative sentence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

CONFIDENTIAL

CONFIDENTIAL

FITNESS REPORT CONTINUATION SHEET

Section D - 3

Comments by Reviewing Official

plotting operational strategy (another very strong point), advising less experienced officers (he demonstrated considerable talent here) than he is going after new assets. Subject clearly has the brains, the poise, the empathy and the all-around appeal to do so. There is no doubt about his being able to devise and execute sound recruitment scenarios and pitches. He did not, however, get to the "critical" point during this past year and he understood the priority which Division and Station management was attaching to new recruitments. Subject more than earned the promotion to GS-13 recently accorded. In my judgment he should be given the opportunity to move quickly to the next higher grade. In many aspects of the Base/Station mission he has already demonstrated to my satisfaction that he has the ability to become a valued senior officer of our organization. At an appropriate point he should be a candidate for senior school training.

CONFIDENTIAL

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				025658			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Piccolo, Joseph S.			8 Dec 35	M	GS-12	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Operations Officer			DDP/WH/5		Rio de Janeiro		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR				
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE				
SPECIAL (Specify):			SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)				
			1 August 1971 - 31 July 1972				
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Senior FI officer with supervisory responsibilities over two outside case officers.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Case officer for several sensitive, complex, high level penetrations of various high priority targets.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

23 AUG 1972

SECRET

Reviewed by OP/SPD/TPB

SECRET

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of the performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Analyze or explain ratings given in Section B to provide basis for determining future personnel action. Monitor of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be reported if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject continues to be one of the strongest officers in the Base and will undoubtedly be a solid line backer as number three officer under the new staffing pattern. His judgment is considered and sound, his operational savvy, experience and talent invaluable. His supervisory functions have changed somewhat since last evaluation, and he now handles two active NOC officers (rather than one NOC and one inside case officer) who in turn handle a variety of operations including government as well as CP and terrorist penetration. As we have noted in past fitness reports, he is an intelligent supervisor with a capability for lighting fires under his charges when necessary. His thorough knowledge and understanding of the ALSOBER and ALPALOOKA fields has earned him the respect of all his colleagues.

Like the rest of us, he is not perfect, of course. His performance over the past year has been less strong on the operational development side and he should shift some of the emphasis of his efforts in this direction in order to achieve a better balanced performance. This will not be easy because at present he is unavoidably saddled with some serious and complex operational problems (not of his own making) and the demands of his NOC supervision are heavy. However, he is capable of adjusting his time and putting out the necessary effort and we have

(CONTINUED)

## SECTION D

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

2 Aug 1972

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

13

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

2 Aug 1972

OFFICIAL TITLE OF SUPERVISOR

Chief of Base

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David B. McGrath

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The rating of Strong is deserved. This is a really fine officer, very cerebral, experienced and skilled in the basic craft of our business, linguistically talented, toughminded and aggressive in agent handling and exploitation. His lack of development/recruitment activity during the reporting period reflects to some degree a deliberate decision to keep a low profile in the Mission and in the city due to the particularly sensitive nature of ongoing projects handled. This still applies to some degree but we all now agree that during the remaining months of his tour an effort can be made to exploit this officer's considerable talents in the crucial area of creating new assets. I strongly endorse the recommendation for promotion.

DATE

2 Aug 1972

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ W. D. Koplowitz

SECRET



SECRET

SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>Piccolo, Joseph S.</b>			2. DATE OF BIRTH <b>8 Dec 35</b>	3. SEX <b>M</b>	4. GRADE <b>GS-12</b>
5. OFFICIAL POSITION TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/5</b>		
6. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			8. CURRENT STATION <b>Rio de Janeiro</b>		
9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> SPECIAL (Specify) <b>Promotion</b>		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>1 January 1971 - 3 November 1971</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>U-Unsatisfactory</b>		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
<b>M-Marginal</b>		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.			
<b>P-Proficient</b>		Performance is satisfactory. Desired results are being produced in the manner expected.			
<b>S-Strong</b>		Performance is characterized by exceptional proficiency.			
<b>O-Outstanding</b>		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Senior FI officer with supervisory responsibilities over one junior officer and one career agent.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Case officer for several sensitive, complex, high level penetrations of various high priority targets.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Nov 24 9 03 AM '77

Subject is perhaps the most mature, dependable and competent case officer we have. He has excelled in the handling of intricate, sensitive penetration operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. He is at his best in practical situations, however complex and obscure, rather than in dealing with philosophical or theoretical problems but this is obviously more a matter of inclination, than of intellect. He is highly respected and appreciated by all his colleagues and especially by this supervisor.

Subject is under grade for his performance, experience and responsibilities. He is of all the Base officers most deserving of a promotion. A separate recommendation to this effect is being forwarded.

## SECTION D

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

3 Nov 1971

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

3 Nov 1971

OFFICIAL TITLE OF SUPERVISOR

Chief of Base

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David McGrath

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his overall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.

DATE

3 Nov 1971

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David A. Phillips

SECRET

C-O-N-F-I-D-E-N-T-I-A-L

TRAINING REPORT

Weapons Training/Defensive Driving Course No. 2/72 4-8 October 1971  
Date

TRAINEE: Piccolo, Joseph S.

OFFICE: WH

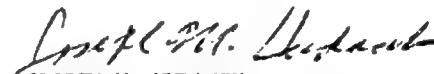
PURPOSE AND SCOPE OF COURSE:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of defensive driving to counter vehicular kidnaping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

ACHIEVEMENT RECORD:

This is to certify that Mr. Piccolo has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:

  
JOSEPH M. HUDACEK  
Chief, Special Activities Branch

12 October 1971  
Date

C-O-N-F-I-D-E-N-T-I-A-L

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
SECTION A			GENERAL		
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE
Piccolo, Joseph S.		12/08/35		M	GS-12 D
5. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION
Ops Officer			DDP/WIL/Branch 5		Rio de Janeiro
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
CAREER			INITIAL		
RESERVE			ANNUAL		
TEMPORARY			REASSIGNMENT SUPERVISOR		
CAREER-PROVISIONAL (See instructions - Section C)			REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to-)		
			23 June 1970 - 31 December 1970		
SECTION B			PERFORMANCE EVALUATION		
U-Unsatisfactory			Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.		
M-Marginal			Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.		
P-Proficient			Performance is satisfactory. Desired results are being produced in the manner expected.		
S-Strong			Performance is characterized by exceptional proficiency.		
O-Outstanding			Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.		
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Station FI Chief, supervising one officer directly, several on a part-time basis, and one outside staffer.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).					S
SPECIFIC DUTY NO. 3					RATING LETTER
Coordinates FI/CP activities of the three Bases in Brazil.					S
SPECIFIC DUTY NO. 4					RATING LETTER
Handles funds and materials, and financial accountings.					S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

## SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Subject gets an "S" across the board for a solid performance.</p>			
<p>This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.</p>			
<p>Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.</p>			
<p>Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JMROD assignments).</p>			
<p>His handling of money and records and materials is impeccable.</p>			
<p>Both Subject and his wife mix well with their colleagues, and</p>			
SECTION D		CERTIFICATION AND COMMENTS (cont'd)	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
19 Jan. 1971	/s/ Joseph S. Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
12 Jan. 1971	COS	David A. Phillips	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterizes Subject's attitude and performance.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
20 Jan. 1971	DCOS	David B. McGrath	

SECRET

14-00000

FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Reviewed by OP SPN-PRN

Date of Report  
19 May 1970

1 LANGUAGE TRAINING **SECRET** REPORT

Student Names  
PICCOLO, JOSEPH S.

Offices  
VII

Courses  
PORTUGUESE FULL-TIME

Inclusive Dates  
01/05/70-04/23/70

Proficiency Level  
Before and After Training

	Before	After
Speaking	--	4
Aural Comp.	--	4
Read Comp.	--	4

Instructors Estimate versus  
Official Test

Hours of Instruction  
Scheduled 400 Actual 250  
Absences 74

#### LANGUAGE TRAINING AIMS AND EVALUATION CRITERIA

The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her aptitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on Form 1273, Certification of Language Proficiency.

#### PROGRESS IN ACHIEVING COURSE AIMS

(Overall) progress in the course is shown as unsatisfactory, marginal, satisfactory, above average, superior when compared against established standards for such training).

Speaking	Aural Comprehension	Reading Comprehension
ABOVE AVERAGE	ABOVE AVERAGE	ABOVE AVERAGE

#### PERFORMANCE EVALUATION

This student, with no experience in Portuguese, held his own extremely well in a class with three other students, all of whom had had previous training in the language.

He did especially well in pronunciation and soon succeeded unusually well in eliminating any interference from Spanish. Because of his knowledge of Spanish, the student's ability to read and understand is greater than his ability to speak.

His mastery of the course material was very good. His oral use of the language was generally limited to short sentences. In longer sentences he had a tendency to get lost in mistakes of syntax. He was almost always aware of his mistakes and would correct them himself, at the completion of a sentence. He always responded well to correction.

The areas in grammar presenting problems were 1) use of the subjunctive 2) a tendency to overlook, or sidestep, idiomatic expressions 3) failure to

See reverse side for additional comment

For the Director of Training:

**SECRET**

14-00000  
EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

Instructor

Department Chief  
Language School/OTR



use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all job-related situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Blacido, Joseph, S.		12/2/32	M	GS-12	D
6. OFFICIAL POSITION/TITLE		7. OFF/DIA/BR OF ASSIGNMENT		8. CURRENT STATION	
Off. Officer		DDP, 1st/2nd/3rd Lt		Rio de Janeiro	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
CAREER	RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR	
CAREER-PROVISIONAL (See instructions - Section C)			ANNUAL	REASSIGNMENT EMPLOYEE	
SPECIAL (Specify):		SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		22 June 1970 - 31 December 1970			
SECTION B PERFORMANCE EVALUATION					
U-Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.				
M-Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.				
P-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.				
S-Strong	Performance is characterized by exceptional proficiency.				
O-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.				
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise/indicate number of employees supervised.					
SPECIFIC DUTY NO. 1	Station FI Chief, supervising one officer directly, several on a part-time basis, and one outside staffer.				RATING LETTER S
SPECIFIC DUTY NO. 2	Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).				RATING LETTER S
SPECIFIC DUTY NO. 3	Coordinates FI/CP activities of the three Bases in Brazil.				RATING LETTER S
SPECIFIC DUTY NO. 4	Handles funds and materials, and financial accountings.				RATING LETTER S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Subject gets an "S" across the board for a solid performance.</p>			
<p>This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.</p>			
<p>Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.</p>			
<p>Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JMBOD assignments).</p>			
<p>His handling of money and records and materials is impeccable.</p>			
<p>Both Subject and his wife mix well with their colleagues, and</p>			
SECTION D		CERTIFICATION AND COMMENTS (cont'd)	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
19 Jan. 1971	/s/ Joseph S. Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
12 Jan. 1971	COS	David A. Phillips	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterizes Subject's attitude and performance.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
20 Jan. 1971	DCOS	David B. McGrath	

SECRET

FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH (M, DD, YY)		3. GRADE 4. SSN
Piccolo, Joseph S.			12/08/35 M		GS-12 D
5. OFFICIAL POSITION TITLE			7. OFF. (DIV OR) OF ASSIGNMENT		8. CURRENT STATION
Ops Officer			DDP/WH/COG		Headquarters
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVINCIAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
January 1970			15 January 1969 - 31 December 1969		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
<b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
<b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.					
<b>S-Strong</b> Performance is characterized by exceptional proficiency.					
<b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
1. Is responsible for providing Headquarters' guidance and support to WH/Miami and other Field Stations concerning on-island agent operations; corresponds with the Field.					S
SPECIFIC DUTY NO. 2					RATING LETTER
2. Is Headquarters case officer handling several on-island agents.					S
3. Maintains liaison with Office of Communications, TSD, Security, Finance, Cover, and other Headquarters components.					S
SPECIFIC DUTY NO. 3					RATING LETTER
4. Maintains liaison with the Navy (FOSG) and with the representative of MI-6 in Havana.					P
SPECIFIC DUTY NO. 4					RATING LETTER
5. Prepares studies for the Division and the DDP concerning on-island collection activities.					P
SPECIFIC DUTY NO. 5					RATING LETTER
6. Monitors developments in Cuba affecting the conduct of our on-island operations, especially developments involving the Cuban Department of State Security (DSE).					P
SPECIFIC DUTY NO. 6					RATING LETTER
7. Supervises an intelligence assistant and a secretary.					S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

(This report is being written not by, but after consultation with, Subject's immediate supervisor, who is temporarily assigned elsewhere. The writer is one step removed from immediate supervision of Subject and has worked with him only since October 1969. In what follows, there is no difference of opinion between the supervisor and the writer, and statements not specifically attributed to one or the other represent the judgment and observation of both.)

Subject is an experienced officer whose primary field, on-island agents, is by definition difficult and frustrating and has recently become more so owing to developments beyond his control. Despite this situation he has continued to support successfully the most productive Cuban in-place FI agent that the Agency has.

The compromise of a major on-island operation during the reporting period was due not to any deficiency on Subject's part but rather to a general lack of Agency control over the operation from its inception. In any case, it is to Subject's credit that he wrote a candid and thorough analysis and damage report on the case (Writer).

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 30 Jan 1970	SIGNATURE OF EMPLOYEE <i>Joseph A. Piccolo</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION Pls see above	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 30 January 1970	OFFICIAL TITLE OF SUPERVISOR Chief, WH/COG/OPS	TYPED OR PRINTED NAME AND SIGNATURE <i>Glenn O. Brown</i> Glenn O. Brown
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL Based on 3 months experience in dealing with subject I have found him to be a thoroughly professional operations officer who shows good judgement and makes good use of his field experience in carrying out his function as COG's on-islands case officer. He performs with a minimum of supervision and is most perceptive in monitoring activities and events related to his area of activity. I believe Mr. Piccolo has considerable potential for moving up to more important positions.		
DATE 3 February 1970	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, WH/COG	TYPED OR PRINTED NAME AND SIGNATURE <i>Wendley L. Laybourne</i> Wendley L. Laybourne

SECRET

SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the Navy FOSC (Supervisor). It does not appear that liaison with the representative of MI-6 in Havana for the exploitation of operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor).





**SECRET**

(When Filled In)

<b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER <b>025658</b>	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>Piccolo Joseph S.</b>			2. DATE OF BIRTH <b>12/08/35</b>		3. SEX <b>M</b>
4. GRADE <b>GS-12</b>			5. SD <b>D</b>		
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/2</b>		8. CURRENT STATION <b>HANAGUA</b>
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>27 Apr 68-15 January 1969</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. <b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. <b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner. <b>S - Strong</b> Performance is characterized by exceptional proficiency. <b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Overall liaison responsibilities with the Office of National Security, with emphasis on guidance of the Special Unit. This was his principal duty during his service in Nicaragua and outweighs the other duties noted below. <i>DES1</i>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 Processing into disseminable intelligence of raw reports produced by liaison; preparation of cables and operational dispatches. <i>DTZ1</i>					RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 3 Handling of one FI operation (ERRATIC-5) and of other miscellaneous operational duties as assigned. <i>DE62</i>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 Acting as Chief of Station in the absence of the COS.					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>

**SECRET**

(When Filled In)

**SECTION C**

**NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

This officer made excellent progress in working with the liaison service and was notable in his efforts to organize, train, and direct rather than simply sit back and accept the intelligence product. His liaison operation is the single most important operation of Station Managua and it could not have been in better hands. His working relationships with personnel of the liaison service were based on mutual friendship and respect and that service was sorry to see him leave as was the Station. He also earned the friendship and respect of his colleagues and cover facility personnel of all levels and had rare success in his dealings with administrative personnel of the cover facility, a most uncooperative lot.

It is difficult for the rating officer to stand back and be flatly objective about this fine employee who is a friend of many years standing and who impressed the rating officer years ago as an officer of rare potential. His tour in Managua was cut short by a personal tragedy (illness and death of a minor dependent) which set into motion a transfer which could not later be reversed. Despite the pressures of this tragedy, this employee performed at a high level throughout this service in Managua and both he and his charming wife proved outstanding examples of "true grit." His tour in Managua proved him once again to be a mature, competent professional who should be able to advance to high positions in the organization. He accepts responsibility well--acted without hesitation.

(continued)

**SECTION D**

**CERTIFICATION AND COMMENTS**

<b>1. BY EMPLOYEE</b>		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 11 Feb 1969	SIGNATURE OF EMPLOYEE <i>Joseph L. Piccolo</i>	
<b>2. BY SUPERVISOR</b>		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 9 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Employee left PCS prior to preparation of report. Should be shown to him at Headquarters.	
DATE 15 January 1969	OFFICIAL TITLE OF SUPERVISOR Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ Robert T. Shaw
<b>3. BY REVIEWING OFFICIAL</b>		
COMMENTS OF REVIEWING OFFICIAL  I concur with the rating officer's evaluation of Mr. Piccolo.		
DATE 11 Feb 1969	OFFICIAL TITLE OF REVIEWING OFFICIAL C/WII/2	TYPED OR PRINTED NAME AND SIGNATURE <i>Edwin M. Terrell</i> Edwin M. Terrell

**SECRET**

S-E-C-R-E-T

SECTION C, continued

When serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions--will argue a point. Physically slow moving--given to ambling like a tired old bear--he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, however, that he be given a position with head room to allow for advancement to higher grade as soon as he is eligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-E-C-R-E-T

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				025658			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Piccolo, Joseph S.			12/8/35	M	GS-11	D	
6. OFFICIAL POSITION TITLE			7. OFF. CIV. OR OF ASSIGNMENT		8. CURRENT STATION		
Ops Officer			WR/1		Mexico City		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR				
CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL		<input checked="" type="checkbox"/> REASSIGNMENT EMPLOYER		
SPECIAL (Specify):			SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)				
			May 1966 - 30 October 1967				
<b>SECTION B PERFORMANCE EVALUATION</b>							
W - <u>Weak</u>		Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
A - <u>Adequate</u>		Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.					
P - <u>Proficient</u>		Performance is more than satisfactory. Desired results are being produced in a proficient manner.					
S - <u>Strong</u>		Performance is characterized by exceptional proficiency.					
O - <u>Outstanding</u>		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Agent handling and exploitation. Acts as case officer for a variety of operations including a double agent operation.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Administrative management of project activities.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Operational planning (target analysis etc.)						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Programming and handling of covert action activities.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Reporting and processing of intelligence information						P	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his cable writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 30 Nov 67	SIGNATURE [Redacted] /s/ Joseph S. Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 16 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 30 Nov. 1967	OFFICIAL TITLE OF SUPERVISOR Ops Officer	TYPED OR PRINTED NAME AND SIGNATURE Francis Sherry
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL I fully concur with the comments of the rating officer. Subject is an excellent case officer suitable for assignment either outside or under official cover. He needs further training in written staff work, however, and at a convenient moment in his career would benefit greatly from intensive training in reports writing, rapid reading, and related subjects.		
DATE 30 Nov. 1967	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE Winaton D. Miller

SECRET

S-E-C-R-E-T

Training Report

Field Finance and Logistics Course No. 5 -68 18 March - 5 April 1968  
(Three Weeks, full time) 120 hours (date)

Student : Piceele, Joseph

Year of birth: 1935

Office : WH

Grade : GS-11

Service Designation : D

EOD Date : 0862

Number of Students - Logistics: 22  
Finance : 16

COURSE OBJECTIVES

The principal objective of this course is to prepare students for logistics and finance responsibilities at Class B or C and Type II or III field stations. The course familiarizes students with techniques, regulations, and procedures as they pertain to finance, logistics, foreign travel, personnel and physical security at a field station. Emphasis is placed on practical applications; therefore, students concentrate on preparing and maintaining Station financial and property records, preparing foreign travel vouchers, preparing personnel documentation and the changing of safe combinations and the repair of simple safe malfunctions. The course covers (1) Finance: the budgetary process, covert currency funding, cash controls, advances, accountings, voucher preparation, financial management of projects, and allotment and cost control. (2) Logistics: authorities, classifications, and controls as they pertain to acquisition, use, transfer, and disposal of materiel; real estate and vehicles; property accounting procedures; shipment and storage of personal effects; and reporting to Headquarters. (3) Travel: regulatory authorities and limitations, computation of per diem, and travel voucher preparation and procedures for both TDY and ICS travel. (4) Personnel: regulatory procedures covering contract personnel, leave, overseas medical benefits; the use and preparation of field duty status reports, integrate settlement sheets, field reassignment questionnaires, personnel clearance and transfer sheets and fitness reports. (5) Security: acquaintance with overseas safekeeping equipment; emergency destruction procedures and materials.

S-E-C-R-E-T

S-E-C-R-E-T

ACHIEVEMENT RECORD

Testing includes three practical problem tests. (1) The Finance Test Problem involves maintaining a set of Class B Records for a period of one month. (2) The Logistics Test Problem requires the maintenance of a set of Type II property records covering a years' transactions. (3) The Travel Test Problem involves solution of a travel problem including preparation of a travel voucher. A test covering the proficiency level attained in Personnel and Security is not given.

Grades are given in accordance with the fitness report system.  
(Weak, Adequate, Proficient, Strong, and Outstanding)


**TEST RESULTS:**

Finance: Maintenance of Class B and C Station Cash Journals and Subsidiary Records	S
Logistics: Maintenance of Type II Accounting Stations Documentation, Registers, and Stock Records	O
Travel Test: Preparation of a TDY travel voucher and the computation of per diem.	P

**NARRATIVE COMMENTS:**

Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.

**FOR THE DIRECTOR OF TRAINING:**

  
\_\_\_\_\_  
John W. Field  
Instructor

S-E-C-R-E-T

2000

2000

2000

2000



**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658 ✓	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>PICCOLO Joseph S.</b>			2. DATE OF BIRTH	3. SEX	4. GRADE
5. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV. OR OF ASSIGNMENT <b>DDP/WH-1</b>		8. CURRENT STATION <b>Mexico City</b>
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>June 1966 to September 1966</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. <b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. <b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner. <b>S - Strong</b> Performance is characterized by exceptional proficiency. <b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Agent handling and exploitation. Serves as case officer to a variety of agents including one double agent					RATING LETTER O
SPECIFIC DUTY NO. 2 Administrative management of project activities including accounting, funding, etc.					RATING LETTER A
SPECIFIC DUTY NO. 3 Operational reporting, including contact reports, operational progress reports, etc.					RATING LETTER P
SPECIFIC DUTY NO. 4 Reporting and dissemination of intelligence information					RATING LETTER S
SPECIFIC DUTY NO. 5 Target analysis; preparation and implementation of plans for new operations					RATING LETTER P
SPECIFIC DUTY NO. 6 Conception and initiation of covert action programs in support of U.S. operations					RATING LETTER S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or restraints. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Mention of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

SEP 28 3 30 PM '66  
This employee has continued to perform in the manner described in detail under this section in the last Fitness report prepared by the same rating officer (May 1966). He has had to assume an even heavier work load owing to the imminent transfer of his supervisor whose Special Mail Room assets have of necessity been turned over to this employee. His health has not improved as expected and it is felt that he should be sent to HOLADY for a complete medical check-up as soon as he can be spared for the time required.

Once again, it is recommended that this officer be promoted as soon as possible to GS-11.

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
9 September 1966	/s/ Joseph S. Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 months TDY 11 months PCS	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 September 1966	Ops Officer XXXXXXXXXXXXXX	/s/ Robert T. Shaw
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The Reviewing Officer agrees with the Ratings and the Comments of the Supervisor of this officer which are reflected in this Fitness Report.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief of Station	/s/ Binton Scott

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>PICCOLO, Joseph S.</b>			2. DATE OF BIRTH <b>12/8/35</b>	3. SEX <b>M</b>	4. GRADE 5. SD <b>GS-10 D</b>
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION <b>DDP/WH/1 Mexico City</b>		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE XXX SPECIAL (Specify): To support promotion req.		
11. DATE REPORT DUE IN O.P. <b>1 June 1966</b>			12. REPORTING PERIOD (From - to) <b>October 1965 to May 1966</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Agent handling and exploitation. Serves as case officer to a variety of agents including one double agent.</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 2 <b>Administrative management of project activities including accountings, funding, etc.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Operational reporting, including contact reports, operational progress reports, etc.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Reporting and dissemination of intelligence information.</b>					RATING LETTER <b>S,</b>
SPECIFIC DUTY NO. 5 <b>Target analysis and preparation of plans for mounting new operations.</b>					RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 6 <b>Conception and initiation of covert action programs in support of FI/CI operations.</b>					RATING LETTER <b>O</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>

27 MAY 1966

**SECRET**

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>This employee has turned in a consistently fine performance since his assignment to Mexico City. Every going operation assigned to him has shown marked improvement under his tutelage, most notably the PERUMEN refugee training operation which has finally developed into a highly productive enterprise under the guidance of this officer. He is handling a sensitive PERUMEN double agent case in a most professional manner. His operational reporting is exemplary and his writing style, once somewhat obtuse, has shown steady improvement. Despite a relatively short period in the role of field case officer, he has won the admiration and respect of colleagues and agent assets alike. He has a winning way with people - a reflection of his sincere interest in them. He has a high degree of initiative and drive, is imaginative and resourceful. In operations he shows a welcome degree of aggressiveness. His supervisory ability, except as exercised indirectly through others, has not yet been sufficiently put to the test to enable the rating officer to make a determination, but it appears that he already possesses the essentials of a good supervisor. He has had some health problems in Mexico but in spite of these has not let up in any way in his work. Indeed, one wonders what he would be capable of if he were in perfect health given the high level of performance to date.</p> <p>It is a pleasure for the rating officer to go on record as stating that never in his 18 plus years with the organization has he had the pleasure of serving with a more promising young case officer.</p> <p>It is recommended that he be promoted to GS-11 as soon as eligible.</p> <p>In addition to the period covered by this report (Oct 65-May 66) this employee served at the Mexico City Station in TDY status from April 65 to Aug. 65. His performance during this time was also taken under consideration in the preparation of this report.</p>			
SECTION D			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
12 May 1966	/s/ Joseph S. Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
4 months TDY 7 months PCS			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
12 May 1966	Ops Officer	/s/ Robert T. Shaw	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>The reviewing officer concurs in the comments of the rater. I have observed this officer closely during his tour at the Station. He has largely overcome a tendency to freewheel somewhat and shows an increasing willingness to accept guidance from more experienced officers. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be rated O rather than S.</p> <p>In the Station's view he is a young officer who should advance steadily and with more experience should be able to handle a demanding deep cover assignment.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
12 May 1966	Deputy Chief of Station	/s/ Alan P. White	

**SECRET**

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>PICCOLO, Joseph S.</b>			2. DATE OF BIRTH <b>6 December 39</b>	3. SEX <b>M</b>	4. GRADE <b>GS-10</b>
5. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF. DIV/BN OF ASSIGNMENT <b>DDP/WH/3uba</b>		6. CURRENT STATION <b>Headquarters</b>
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>16 Mar 65 - 30 Sept 1965</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Please note other side					
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>
<b>15 DEC 1965</b>					

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Dispatch HMMT - 5685 dated 13 August 1965 from COS - Mexico City

" In view of the fact that Subject's recent surveillance was done while he was on TDY, this Station is not in a position to prepare a fitness report covering Subject's performance for the period. Since he was absent from Headquarters, it is felt that he might possibly not be credited for his fine work unless the Station expresses its views.

" Subject plunged into work with the PERUMEN Section immediately upon arrival and was given a wide variety of assignments ranging from surveillances on a rainy street at 4:00 a.m. to the preparation of operational reviews. He was given a number of existing agent assets to handle with a minimum of overlap with the previous case officer. He performed very well in every instance. He is able, enthusiastic, and capable of carrying a large work load. His colleagues in the office and his agents and contacts outside found him a pleasure to work with. The only weakness noted during his TDY assignment was in his written work--a tendency to be unclear -- but this is something the Station is certain he can work out satisfactorily and it is not a serious shortcoming."

Mr. Piccolo returned to Mexico City PCS 29 Sept 1965

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Employee had left the Station and will be shown report upon his return to Hqs.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS, Mexico City	Winston M. Scott /s/
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS	Winston M. Scott /s/

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
PICCOLO Joseph S.			8 Dec 35	M	G3-09 SJ
6. OFFICIAL POSITION TITLE			7. OFF/DIV/RR OF ASSIGNMENT 8. CURRENT STATION		
Ops Officer			DDP/WH/C/RR/OS Washington, D. C.		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> X REASSIGNMENT SUPERVISOR <input type="checkbox"/> ANNUAL REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 October 1964 - 15 March 1965		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Operations officer for handling communications training of a double agent.					RATING LETTER S
SPECIFIC DUTY NO. 2 Operations officer handling a Cuban intelligence service defector being utilized in recruitment operations.					RATING LETTER S
SPECIFIC DUTY NO. 3 Operations officer assisting in handling and debriefing a Cuban intelligence service defector.					RATING LETTER S
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S
20 MAR 1965					

SECRET

(When Filled In)

## NARRATIVE COMMENTS

## SECTION C

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial and supervisory duties must be described, if applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and instinctively when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 23 Mar. 65	SIGNATURE OF EMPLOYEE <i>Harold F. Swenson</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 18 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 23 III 65	OFFICIAL TITLE OF SUPERVISOR C/WH/SA/CI (WH/C/SP)	TYPED OR PRINTED NAME AND SIGNATURE <i>Harold F. Swenson</i> Harold F. Swenson
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL  Concur in rating of Supervisor.		
DATE 24 March 1965	OFFICIAL TITLE OF REVIEWING OFFICIAL Asst. Deputy Chief, WH/C	TYPED OR PRINTED NAME AND SIGNATURE <i>John T. Flynn</i> John T. Flynn

SECRET



CONFIDENTIAL

17 August 1964

MEMORANDUM FOR: Chief, Western Hemisphere Division, DD/P

ATTENTION : Administrative Officer

FROM : Chief, Junior Officer Training Program

SUBJECT : Trial Attachment of Junior Officer Trainee  
Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

2. The purposes of this trial attachment are:

a. To test his abilities in the practical application of his formal training;

b. To evaluate his potential and suitability for permanent assignment;

c. To train him for a specific assignment appropriate to his aptitudes and development;

d. To stimulate his motivation for a career in the Agency.

3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.

4. The JCT has been fully informed of the significance of this trial period in his career development.

5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

*R. B. Freeman*

ROBERT B. FREEMAN

Attachment  
Distributions:

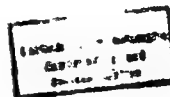
1 - Addressee w/att.

1 - C/CSPD w/att.

1 - O/Pers. Official Files w/att.

1 - JOT Piccolo w/att.

CONFIDENTIAL



CONFIDENTIAL

DETAILS FOR ADMINISTRATION OF ATTACHED JOT'S

For Supervisor:

1. The office or division will maintain time and attendance records during the period of this attachment.
2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. OTR will be reimbursed by division or office for overtime payments. The TSA clerk should report to JOT at the end of each pay period any overtime worked by a JOT.
3. Any security violations by this JOT will be handled in the manner that is appropriate to the division or staff. Chief/JOTP will be notified in this event.
4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JOTP will countersign such reports.
5. Supervisors will provide job performance data to the Chief/JOTP when the JOT enters a promotion zone of consideration.
6. JOTP is located in Room 743, Scovhill Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY.
7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational assignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For JOT:

8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
9. The JOT will furnish Chief/JOTP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
  - a. Description of activities
  - b. Plans for next reporting period
  - c. Names and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports should be routed to Chief/JOTP via the supervisor.

10. The JOT will advise this office of his room number and extension and name of his supervisor as soon as possible after attachment.

GROUP 1

Excluded from automatic

downgrading and

declassification

8.12.0-

CONFIDENTIAL

CONFIDENTIAL

11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, DIVP

ATTENTION : Administrative Officer

FROM : Chief, Junior Officer Training Program

SUBJECT : Trial Attachment of Junior Officer Trainee  
Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

2. The purposes of this trial attachment are:

a. To test his abilities in the practical application of his formal training;

b. To evaluate his potential and suitability for permanent assignment;

c. To train him for a specific assignment appropriate to his aptitudes and development;

d. To stimulate his motivation for a career in the Agency.

3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.

4. The JOT has been fully informed of the significance of this trial period in his career development.

5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

*R. B. Freeman*

ROBERT B. FREEMAN

Attachment

Distribution:

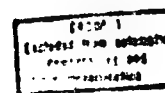
1 - Addressee w/att.

1 - JOT Piccolo whft.

1 - C/NSPD w/att.

1 - O/Pers. Official Files w/att.

CONFIDENTIAL



CONFIDENTIAL

DETAILS FOR APPOINTMENT OF ATTACHMENT JOIPFor Supervisors:

1. The office or division will maintain time and attendance records during the period of this attachment.
2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. OTR will be reimbursed by division or office for overtime payments. The T&A clerk should report to JOIP at the end of each pay period any overtime worked by a JOI.
3. Any security violations by this JOI will be handled in the manner that is appropriate to the division or staff. Chief/JOIP will be notified in this event.
4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JOIP will countersign such reports.
5. Supervisors will provide job performance data to the Chief/JOIP when the JOI enters a promotion zone of consideration.
6. JOIP is located in Room 743, Brophy Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY.
7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational assignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For JOI:

8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOIP office. See paragraph (1) above.
9. The JOI will furnish Chief/JOIP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
  - a. Description of activities
  - b. Plans for next reporting period
  - c. Names and titles of supervisors
  - d. Assessment of value of present experience
  - e. Any constructive suggestions

These reports should be routed to Chief/JOIP via the supervisor

10. The JOI will advise this office of his room number and extension and name of his supervisor as soon as possible after attachment.

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

7/23/64

CONFIDENTIAL

S-E-C-R-E-T

OFFICE OF TRAININGTRAINING REPORT  
OPERATIONS COURSESECTION AGENERALOperations Course No. 17  
(720 hours, full-time)9 March - 10 July 1964  
(Date)

Student : PICCOLO, Joseph S.

Office : OTR/JOTP

Year of Birth: 1935

Service Designation: SJ

Grade : GS-08

Number of Students : 54 began

EOD Date : February 1957

53 finished

SECTION BPERFORMANCE EVALUATION

## W - Weak

Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

## A - Adequate

Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

## P - Proficient

More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

## S - Strong

Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.

## O - Outstanding

Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

S-E-C-R-E-T

## C-E-C-R-E-T

SKILLSRATING LETTER

1. Agent acquisition (spotting, development, assessment, understanding and use of motivation, recruitment).
2. Agent handling (building and maintaining rapport, establishing control, elicitation, briefing, debriefing, training).
3. Operational security (cover, compartmentation, clandestine communications).
4. Intelligence sense (recognition of information of intelligence value, differentiation between fact and opinion, separation of intelligence information from operational information, alertness to leads).
5. Intelligence reporting (disseminability of FIR's and intelligence cables, authentication of information).
6. Operational reporting (contact reports, cables, dispatches).

PSPSPPGENERAL FAMILIARIZATION

1. Foreign Intelligence Collection Programs.
2. Covert Action Programs.

PP

The student also received general instruction by presentations, discussion of cases, reading and some practical application in Counter-intelligence programs and procedures. He was also given general familiarization in operational photography and the operation of basic audio-surveillance equipment, and heard short presentations on secret writing, surreptitious entry and covert entry of envelopes. Other areas of general familiarization included Counterinsurgency, paramilitary activity, and general operational administration and support.

OVERALL PERFORMANCE

Letter in rating box corresponds to the statement which most accurately reflects the student's level of performance, and takes into account everything about him which influenced his effectiveness.

This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Clandestine Services.

P

## S-E-C-R-E-T

SECTION CNARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Piccolo's performance throughout the course seldom deviated from the "Proficient" level. His strongest showings were frequently in areas where he used knowledge gained from previous Agency experience together with his natural ability to get along with people in face-to-face situations. He excelled in agent handling because he made an extra effort to establish and maintain rapport, was competent in solving operational administration and support matters with a minimum of guidance, and was imaginative in devising cover and in establishing clandestine communications. Shortcomings, however, arose in other areas because he occasionally relied too much on his ability to improvise, rather than to spend extra time in analyzing, planning and otherwise preparing for agent meetings.

Mr. Piccolo easily recognized leads of operational or intelligence value, and as the course progressed, displayed marked improvement in his writing of cables, dispatches and reports.

Mr. Piccolo acquired a more than satisfactory knowledge of the principles and techniques taught during the course.

FOR THE DIRECTOR OF TRAINING:

Edward Tiedler  
Chief Instructor

24 July 1964  
Date

S-E-C-R-E-T

OPERATIONS COURSE NO. 17

9 March 1964 -- 10 July 1964

	<u>Number attending course: 54</u>				
<u>RATING</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
OVERALL:	0	5	32	16	1
<u>Skills</u>					
1. Agent Acquisition:	0	5	30	17	2
2. Agent Handling:	0	7	25	13	4
3. Operational Security:	0	1	34	19	0
4. Intelligence Sense:	0	3	24	23	4
5. Intelligence Reporting:	0	3	33	11	4
6. Operational Reporting:	0	6	25	21	2
<u>General Familiarization</u>					
1. Foreign Intelligence:	0	5	33	13	0
2. Covert Action:	0	5	39	9	1

S-E-C-R-E-T



SEE FORM 45  
(When Filled In)

JOT TRAINING REPORT

SUBMITTED AS INITIAL FITNESS REPORT IN LIEU OF FORM 45

1. NAME OF JOT - (LAST)	(FIRST)	(MIDDLE)	GRADE	EMPLOYEE SERIAL NO.
PICCOLO,	Joseph	S.	GS-08	025658
2. DATE REPORT DUE IN O.P.		REPORTING PERIOD		
7/31/64		1/6/64 TO 6/30/64		

3. This Junior Officer Trainee has been engaged in courses of the Integrated Program with intensive training in Clandestine Operations.

Detailed evaluations of his performance in each phase are contained in his Official Personnel Folder. Definition of the rating letter corresponds to that in Section B, Fitness Report Form 45 (4-62).

OVERALL PERFORMANCE IN INTEGRATED PROGRAM

P

4. COMMENT AND PERTINENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

DATE 14 August 1964 BY

John Gerry

TRAINING OFFICER/JOT

20 AUG 1964

5-1 C-R P-1

S-E-C-R-E-T

## PERFORMANCE RECORD

International Communism - Challenge and Response

JOT Class 10 February - 6 March 1964Course Description

## A. Statement of Objectives.

1. To develop a familiarization with the doctrine, organization and tactics of International Communism as represented by the Communist parties and organizations in the free world; and in addition, to make the student aware of the capabilities, methods and problems of the Soviet Union and China.
2. To develop an understanding of the challenges facing the United States and the free world from the objectives, activities and capabilities of International Communism; and to assist the student to articulate the U.S. position at home and abroad to meet these challenges.

## B. Course Method

1. Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and one-fourth to individual study.
2. Student achievement is judged on the basis of performance in two written examinations and participation in seminars, and exercises.

Name: Piccolo, JosephWritten Work1st Examination: Doctrine, CP Organization & USSR 67 Proficient2nd Examination: China, CP Activities 59 ProficientOver-all Written Work ProficientOral WorkSeminars, Exercises StrongComment:

GROUP I

S-E-C R-E-T Excluded from automatic  
downgrading and  
declassification

SECRET

TRAINING REPORT

Introduction to the Clandestine Services (JOT Program) 3 - 7 February 1964

Student	: Joseph S. Piccolo	Office	: JOTP
Year of Birth:	1935	Service Designation:	SJ
Grade	: GS-08	No. of Students	: 36
EOD Date	: February 1957		

OBJECTIVES AND CONTENT

The purpose of this five day bloc of instruction is to acquaint the Junior Officer Trainee with the general organization and functions of the Clandestine Services. This orientation takes place during the preliminary phase of the JOT Program at Headquarters. It consists of lectures by representatives of major components of the Clandestine Services and discussion periods and is presented to assist the JOT in making his choice of considering a career in the Clandestine Services. This instruction also serves as an introduction to the subsequent training program at ISOLATION.

ACHIEVEMENT RECORD

This is a certificate of attendance. No record was made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

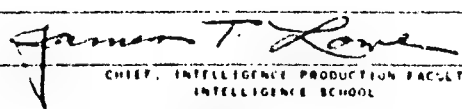
Thomas E. Kelly  
Chief Instructor

11 FEB 1964  
Date

SECRET

## SECRET

(When Filled In)

TRAINING REPORT INTELLIGENCE TECHNIQUES COURSE (120 Hours)				COURSE NO. 21	NO. STUDENTS 37	DATE OF COURSE 13 - 31 Jan 1964	
IDENTIFYING INFORMATION							
NAME OF STUDENT	YOB	EOB DATE	OFFICE	GB	SD		
PICCOLO, Joseph S.	1935	February 1957	JOTP	08	SJ		
KEY TO RATINGS							
W - Weak		Ranges from inadequate to less than satisfactory.					
A - Adequate		Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.					
P - Proficient		More than satisfactory. Has acquired a solid beginner's proficiency.					
S - Strong		Exceptional proficiency. Characterized by thoroughness, initiative, originality, and an exceptional student understanding of the work involved in intelligence production.					
O - Outstanding		Performance is so exceptional in relation to requirements and in comparison to the performance of others doing similar work as to warrant special recognition.					
EVALUATION OF PERFORMANCE <sup>2</sup> IN SKILLS							
BRIEFING	RATING	WRITING	RATING	ANALYSIS	RATING		
	P		A		P		
OVER-ALL PERFORMANCE EVALUATION							
The RATING LETTER reflects the over-all performance of the student in the course and is thus a measure of the extent to which the student possesses the skills and techniques required in the production of finished intelligence. The rating is not necessarily arrived at by mathematically averaging the in skills ratings, but takes into consideration any outstanding strengths or weaknesses that should be reflected in an evaluation of the performance of the student as a whole. The RATING LETTER is a consensus of the view of the faculty.						RATING	
						P	
REPORT OF OBSERVATIONS, JUDGMENTS AND IMPRESSIONS							
This is a general, unspecific, narrative report of observations, judgments, and impressions. It includes intangible factors such as the student's attitude, cooperativeness, attentiveness, maturity, and judgment. It also includes the general impression the student has made on the faculty. This report will not be included unless the instructors believe that it would add something to the previous evaluation of performance in skills as well as to the evaluation of the OVER-ALL PERFORMANCE of the student.							
FOR THE DIRECTOR OF TRAINING				 CHIEF, INTELLIGENCE PRODUCTION FACULTY INTELLIGENCE SCHOOL		DATE 5 Feb 64	

SECRET

JOINT INTEGRATED PROGRAM  
(CLASS OF JANUARY 1964)

Introduction to Intelligence  
(40 hours, full-time)

6 - 10 January 1964

Student : PICCOLO, Joseph S.

Office : 642

Year of Birth: 1935

Service Designation: 3J

Grade : GS-08

Number of Students : 75

EOD : February 1957

**COURSE OBJECTIVES - CONTENT AND METHODS**

In the Introductory phase of the JOINT Integrated Training Program the course objectives are: (1) to instruct the student in the basic concepts of Intelligence and the role of national intelligence within the Government; (2) to describe the Intelligence community; its members, their duties, and their relationship to CIA; (3) to define and describe the functions of CIA and identify the components performing them; and (4) to explain the processes and means by which CIA fulfills its responsibilities for collection, production, and dissemination of Intelligence.

Instructional techniques include lectures given by Orientation Faculty members, guest speakers, seminars, reading, review exercises and training films.

**ACHIEVEMENT RECORD**

Evaluation is based on a 40 question multiple choice test. The numbers placed in the columns below show how many students received each rating. This student's rating is indicated by the asterisk.

<u>Satisfactory</u>	<u>Excellent</u>
28	47 *

FOR THE DIRECTOR OF TRAINING:

*J. M. Hughes*  
Chief, Orientation Faculty

31 JAN 1964

CLASSIFIED  
EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

SECRET

**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER <b>025658</b>	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>PICCOLO Joseph S.</b>			2. DATE OF BIRTH <b>8 Dec. 1935</b>	3. SEX <b>Male</b>	4. GRADE 13. 30 <b>GS-7 D</b>
5. OFFICIAL POSITION TITLE <b>Intel Assistant</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/TFW/CI</b>		6. CURRENT STATION <b>Washington, D. C.</b>
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>September 1962 - 18 January 1963</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Supervises Correspondence Routing-Control Section of Branch</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 2 <b>Develops, implements, and manages Branch systems for mail routing-control, files and a Special Project.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Prepares dispatches and cables for transmission to the field, assists in preparing CI disseminations to other government agencies.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Runs name traces and prepares summaries of information on personalities.</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 5 <b>Other duties as assigned.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					
<b>25 FEB 1963</b>					RATING LETTER <b>S</b>

SECRET

(When Filled In)

**SECTION C**

**NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CI. Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

**SECTION D**

**CERTIFICATION AND COMMENTS**

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

*Joseph D. Pissin*

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

5 months

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPE OR PRINTED NAME AND SIGNATURE

20 February 63

C/TFW/CI

*Victor Wallen*  
VICTOR WALLEN

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This employee gives promise of continued professional growth.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPE OR PRINTED NAME AND SIGNATURE

21 February 1963

Deputy Chief, SAS

*Bruce B. Choever*  
Bruce B. Choever

SECRET

**CONFIDENTIAL**  
(When Filled In)

<b>FOREIGN LANGUAGE APTITUDE AND EXPERIENCE REPORT</b>				DATE OF TESTING	
NAME			OFFICE		GRADE
<p>The category checked below is an interpretation of the scores made by the person named above on a battery of foreign language aptitude tests. The relationships between test performance and subsequent training performance of trainees in Agency language training courses are indicated by the graphs next to the aptitude categories. The graphs to the left are for women and the graphs to the right are for men. From these graphs you can read for each aptitude category the probability that a person in that category will perform in an Agency foreign language training course at an average or better-than-average level. For example, 22 percent of the women who obtain an aptitude rating of "8" can be expected to be average or better in course performance, while 5 percent of the men with ratings of "8" can be expected to be average or better in course performance. A man needs an aptitude rating of "6" to have about the same expectation of success in language training as a woman with a rating of "8." At the other end of the scale, 80 percent of either men or women who obtain aptitude ratings of "2" can be expected to do average or better-than-average work in training. The differences in relationship are due to differences between men and women in both training performance and test scores. On the average women are somewhat higher on both.</p>					
% OF WOMEN WHOSE LANGUAGE TRAINING PERFORMANCE IS EXPECTED TO BE AVERAGE OR BETTER THAN AVERAGE		APTITUDE CATEGORY	% OF MEN WHOSE LANGUAGE TRAINING PERFORMANCE IS EXPECTED TO BE AVERAGE OR BETTER THAN AVERAGE		
100 80 60 40 20 0	1. 88%	1. <input type="checkbox"/>	0 20 40 60 80 100	1. 91%	
80%	2. <input type="checkbox"/>	2. 80%	2. 80%		
72%	3. <input type="checkbox"/>	3. 68%	3. 68%		
63%	4. <input type="checkbox"/>	4. 52%	4. 52%		
53%	5. <input type="checkbox"/>	5. 37%	5. 37%		
43%	6. <input type="checkbox"/>	6. 23%	6. 23%		
33%	7. <input type="checkbox"/>	7. 13%	7. 13%		
22%	8. <input type="checkbox"/>	8. 5%	8. 5%		
<p>Since many things other than aptitudes enter into the determination of training course performance, in any class of students there will usually be some whose performance will be better than would be expected from their test scores, just as there will likely be some whose performance is poorer than expected. STRENGTH OF MOTIVATION, PRIOR EXPERIENCE WITH A FOREIGN LANGUAGE, and other factors should be considered in selecting people for language training and in interpreting language training results. For example, the number of languages previously studied or learned and the amount of academic and nonacademic language-learning experience are factors not measured by the tests but are indicative of probable success in learning a foreign language. Whether such experience was in the same language as the one to be studied or in a different one is, of course, an additional relevant factor.</p>					
NUMBER OF FOREIGN LANGUAGES STUDIED OR LEARNED BY THIS INDIVIDUAL -					
MONTHS OF ACADEMIC TRAINING			NONACADEMIC EXPERIENCE (1 year or more)		
HIGH SCHOOL	COLLEGE	OTHER	READING OR WRITING	SPEAKING	
DATE		SIGNATURE OF CHIEF, A & E STAFF			
		James B. Lee			
NOTE: This report may be shown to the individual concerned					

FORM 1674

**CONFIDENTIAL**

(40)



**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER  00000	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) TITCHEL Joseph S.			2. DATE OF BIRTH 8 Dec. 1935		3. SEX M
4. GRADE GS-7		5. OFF/DIV/BR OF ASSIGNMENT OSD/1, Rm. 4, D.C.			
6. SERVICE DESIGNATION D		7. OFFICIAL POSITION TITLE Int'l. Asst.			
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE		
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD 1 June 66 to 31 May 67		12. SPECIAL (Specify) Promotion record evaluation	
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
1 - Unsatisfactory    2 - Barely adequate    3 - Acceptable    4 - Competent    5 - Excellent    6 - Superior    7 - Outstanding					
SPECIFIC DUTY NO. 1 Supervises Operations Support Section (6 to 8 employees)		RATING NO. 6		SPECIFIC DUTY NO. 4 Conducts liaison in support of operations  RATING NO. 5	
SPECIFIC DUTY NO. 2 Processes security clearances		RATING NO. 6		SPECIFIC DUTY NO. 5  RATING NO.	
SPECIFIC DUTY NO. 3 performs name traces and summarizes information		RATING NO. 6		SPECIFIC DUTY NO. 6  RATING NO.	
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.					
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO.  5
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee					
1 - Least possible degree    2 - Limited degree    3 - Normal degree    4 - Above average degree    5 - Outstanding degree					
CHARACTERISTICS		NOT APPL- CABLE	NOT OS- SERVED	RATING	
				1	2
				3	4
				5	5
GETS THINGS DONE					X
RESOURCEFUL					X
ACCEPTS RESPONSIBILITIES					X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X
DOES HIS JOB WITHOUT STRONG SUPPORT					X
FACILITATES SMOOTH OPERATION OF HIS OFFICE					X
WRITES EFFECTIVELY				X	
SECURITY CONSCIOUS					X
THINKS CLEARLY					X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X
OTHER (Specify):					

## SECRET

(When Filled In)

OFFICE OF PERSONNEL

## SECTION E

## NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the basis for determining future personnel actions.

One of Mr. Piccolo's outstanding characteristics is his desire to improve himself. This is evidenced by both his continued educational program on the outside and by his successful effort to learn everything possible about his job. He also wants very much to obtain further career training within the DDP area, particularly in the FI field. I believe he has a definite potential for such work and that he should be given an opportunity for appropriate operational training as soon as possible.

His performance while under my supervision has consistently been well above that to be expected of an employee in his present grade, and I strongly recommend that he be promoted at once to GS-8. He has more than earned it.

## SECTION F

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 4 May 1961	SIGNATURE OF EMPLOYEE <i>Joseph L. Piccolo</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 7 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE 3 May 1961	OFFICIAL TITLE OF SUPERVISOR WH/4/Executive Officer	TYPED OR PRINTED NAME AND SIGNATURE <i>Jesse B. Douglas</i>
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 14 May 1961	OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Chief, WH/4	TYPED OR PRINTED NAME AND SIGNATURE <i>E. A. STANLEY</i>

SECRET

SECRET  
(When Filled In)

Recorded by  
CSPD

12 JUL 1960

# FITNESS REPORT

EMPLOYEE SERIAL NUMBER

## SECTION A

## GENERAL

1. NAME (Last) (First) (Middle) Piccolo, Joseph S.			2. DATE OF BIRTH 12 - 8 - 35		3. SEX M	4. GRADE GS-6
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Intell Assistant			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/L/Ops Support	
8. CATER STAFF STATUS				9. TYPE OF REPORT		
NOT ELIGIBLE		MEMBER		DEFERRED		INITIAL
PENDING		DECLINED		DENIED		ANNUAL
10. DATE REPORT DUE IN O.P.				11. REPORTING PERIOD From To 1 Feb - 15 June 1960		SPECIAL (Specify) Promotion

## SECTION B

## EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Supervises Operations Support and Registry Section (6 employees)		RATING NO. 5	SPECIFIC DUTY NO. 4 Conducts liaison in support of operations		RATING NO. 5	
SPECIFIC DUTY NO. 2 Processes security clearances		RATING NO. 6	SPECIFIC DUTY NO. 5 Performs duties of Branch Records Management Officer		RATING NO. 5	
SPECIFIC DUTY NO. 3 Performs name traces and summarizes information		RATING NO. 6	SPECIFIC DUTY NO. 6 Acts as case officer for sensitive operations		RATING NO. 4	

## SECTION C

## EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

- 1 - Performance in many important respects fails to meet requirements.
- 2 - Performance meets most requirements but is deficient in one or more important respects.
- 3 - Performance clearly meets basic requirements.
- 4 - Performance clearly exceeds basic requirements.
- 5 - Performance in every important respect is superior.
- 6 - Performance in every respect is outstanding.

RATING NO.  
6

## SECTION D

## DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree							
CHARACTERISTICS					NOT APPL- CABLE	NOT OB- SERVED	RATING				
						1	2	3	4	5	
GETS THINGS DONE										X	
RESOURCEFUL										X	
ACCEPTS RESPONSIBILITIES										X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X	
DOES HIS JOB WITHOUT STRONG SUPPORT										X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X	
WRITES EFFECTIVELY										X	
SECURITY CONSCIOUS										X	
THINKS CLEARLY										X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS										X	
OTHER (Specify):											

SEE SECTION "E" ON REVERSE SIDE.

## SECRET

(When Filled In)

## SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the basis for determining future personnel actions.

During the rating period Mr. Piccolo has been performing tasks that are normally assigned to personnel who hold a minimum GS rating of GS-9. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

## SECTION F CERTIFICATION AND COMMENTS

## 1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

16 June 1960

SIGNATURE OF EMPLOYEE



## 2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

4 1/2

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

16 June 1960

OFFICIAL TITLE OF SUPERVISOR

Deputy Chief, WH/4

TYPED OR PRINTED NAME AND SIGNATURE

Robert Reynolds

## 3. BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

Promotion in this case is completely justified in the reviewing official's opinion

DATE

16 June 1960

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/4

TYPED OR PRINTED NAME AND SIGNATURE

Jacob D. Esterline

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 655380	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle) Piccolo, Joseph S.		2. DATE OF BIRTH 8 December 1935		3. SEX Male	
4. GRADE GS-5		5. SERVICE DESIGNATION DS		6. OFFICIAL POSITION TITLE Assistant and Inspector	
7. OFF/DIV/BR OF ASSIGNMENT WH/III/Mexico		8. CAREER STAFF STATUS X NOT ELIGIBLE MEMBER DEFERRED PENDING DECLINED DENIED		9. TYPE OF REPORT X INITIAL ANNUAL REASSIGNMENT/SUPERVISOR REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P. 31 May 1959		11. REPORTING PERIOD From 2 Mar 58 - 31 Mar 59		12. SPECIAL (Specify)	
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
1 - Unsatisfactory		2 - Barely adequate		3 - Acceptable	
4 - Competent		5 - Excellent		6 - Superior	
7 - Outstanding		RATING NO.		RATING NO.	
SPECIFIC DUTY NO. 1 Manages files of Restricted Projects		4		SPECIFIC DUTY NO. 4 Prepares memoranda	
SPECIFIC DUTY NO. 2 Prepares pouches		5		SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 3 Name checks		4		SPECIFIC DUTY NO. 6	
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.					
1. Performance in many important respects fails to meet requirements. 2. Performance meets most requirements but is deficient in one or more important respects. 3. Performance clearly meets basic requirements. 4. Performance clearly exceeds basic requirements. 5. Performance in every important respect is superior. 6. Performance in every respect is outstanding.					RATING NO. 4
SECTION D DESCRIPTION OF THE EMPLOYEE					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee					
1 - Least possible degree		2 - Limited degree		3 - Normal degree	
4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS		NOT APPLICABLE		NOT OBSERVED	
				RATING	
				1 2 3 4 5	
GETS THINGS DONE					
RESOURCEFUL					
ACCEPTS RESPONSIBILITIES					
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					
DOES HIS JOB WITHOUT STRONG SUPPORT					
FACILITATES SMOOTH OPERATION OF HIS OFFICE					
WRITES EFFECTIVELY					
SECURITY CONSCIOUS					
THINKS CLEARLY					
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					
OTHER (Specify):					

## SECRET

(When Filled In)

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Since the previous Fitness Report, employee has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, Items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

1. The analysis of intelligence material for file categorization (note Section D, Item 4);
2. Records Management techniques;
3. More experience in the interpretation of data in memoranda preparation (note Section D, Items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd)

**SECTION F CERTIFICATION AND COMMENTS****1. BY EMPLOYEE**

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE SIGNATURE OF EMPLOYEE

20 May 1959

/s/

**2. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

17 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN 90 DAYS

OTHER (Specify):

DATE

20 May 1959

OFFICIAL TITLE OF SUPERVISOR

Records Officer

TYPED OR PRINTED NAME AND SIGNATURE

Lorenzo B. Sanchez

**3. BY REVIEWING OFFICIAL**

- ☒ I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- ☐ I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- ☐ I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- ☐ I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

20 May 1959

OFFICIAL TITLE OF REVIEWING OFFICIAL

Acting Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

Baron L. Dean

SECRET

**SECRET****SECTION E (Continued)**

His supervisor recommends the promotion of this employee to GS-6. It is felt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

SECRET

TOP SECRET

SECRET

(When Filled In)

## FITNESS REPORT (Part I) PERFORMANCE

## INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any portion. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

## SECTION A.

## GENERAL

1. NAME (Last) (First) (Middle) <b>PICCOLO, Joseph S.</b>	2. DATE OF BIRTH <b>6 December 1935</b>	3. SEX <b>Male</b>	4. SERVICE DESIGNATION <b>DS</b>
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT <b>WHD/III/Mexico City</b>		6. OFFICIAL POSITION TITLE <b>File Clerk</b>	
7. GRADE <b>GS-4</b>	8. DATE REPORT DUE IN OF <b>2 December 1957 - 2 March 1958</b>		
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL	11. PERIOD COVERED BY THIS REPORT (inclusive dates) <b>2 December 1957 - 2 March 1958</b>		
12. ASSIGNMENT SUPERVISOR		13. SPECIAL (Specify)	

## SECTION B.

## CERTIFICATION

1. FOR THE RATER: THIS REPORT ☒ HAS ☐ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.

## A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "E" IN GRADE, A WARNING LETTER HAS BEEN SENT TO HIM OR A COPY ATTACHED TO THIS REPORT.  I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

9. THIS DATE <b>19 March 1958</b>	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <b>Lorenzo B. SANCHEZ</b>	D. SUPERVISOR'S OFFICIAL TITLE <b>Chief of Registry</b>
--------------------------------------	---	--

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY	DATE
Posted Pos. Control <i>[Signature]</i>	<b>17 APR 1958</b>
Reviewed by PUD <i>[Signature]</i>	

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

4. THIS DATE <b>19 March 1958</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>Winston M. SCOTT</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Chief of Station</b>
--------------------------------------	---	--

## SECTION C.

## JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him (HER) with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

5 INDIST ACTING SUPERVISOR	1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT
	2. SCARCELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
	3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS
	4. PERFORMS DUTIES IN A COMPETENT EFFECTIVE MANNER
	5. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
	6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED OR FOR OTHER PERSONS EQUAL TO THE SUPERVISOR.

(Continued)



SECRET

(When Filled In)

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- Rate performance on each specific duty considering ONLY effectiveness in performance of the specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:
 

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
- For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

- |                                 |   |  |
|---------------------------------|---|--|
| DESCRIPTIVE<br>RATING<br>NUMBER | 1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY                                     | 6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS |
|                                 | 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY                                 | 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY   |
|                                 | 3 - PERFORMS THIS DUTY ACCEPTABLY   |  |
|                                 | 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER  |  |
|                                 | 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB |  |

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Manages files (chronos)	5	Prepares memoranda	4
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Prepares pouches	5		
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Name checks	4		

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Employee is competent, displays initiative and intelligence in approaching records

management problems. He definitely likes records work and has supervisory potentialities. Employee needs more experience in the analysis of record material and composition of memoranda. He is conscientious and is a very hard-working employee.

SECTION 4. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- OF DOUBTFUL SUITABILITY - WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO DEFICIENCIES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO IF YES EXPLAIN FULLY.

SECRET

## SECRET

(When Filled In)

## FITNESS REPORT (Part II) POTENTIAL

## INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 8 of Section "F" below.

SECTION E. GENERAL			
1. NAME (Last) (First) (Middle) <b>PICCOLO, Joseph S.</b>	2. DATE OF BIRTH <b>8 December 1935</b>	3. SEX <b>Male</b>	4. SERVICE DESIGNATION <b>DS</b>
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT <b>WHD/III/Mexico City</b>		6. OFFICIAL POSITION TITLE <b>File Clerk</b>	
7. GRADE <b>GS-4</b>	8. DATE REPORT DUE IN OF	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>2 December 1957 - 2 March 1958</b>	
10. TYPE OF REPORT (Check one)	<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT-SUPERVISOR <input type="checkbox"/> REASSIGNMENT-EMPLOYEE	<input type="checkbox"/> SPECIAL (Specify)
SECTION F. CERTIFICATION			
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED			
A. THIS DATE <b>19 March 1958</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <b>Lorenzo B. SANCHEZ</b>	C. SUPERVISOR'S OFFICIAL TITLE <b>Chief of Registry</b>	
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO:			
A. THIS DATE <b>19 March 1958</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>Winston M. SCOTT</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>Chief of Station</b>	
SECTION G. ESTIMATE OF POTENTIAL			
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES			
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.			
5	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES 4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES 5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING 6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL 7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES		
RATING NUMBER			
2. SUPERVISORY POTENTIAL			
DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.			
DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION 1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION 2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION 3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION		
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION	
2	3	A GROUP DOING THE BASIC JOB (Truck drivers, stenographers, technicians or professional specialists of various kinds) whose contact with immediate subordinates is frequent (First line supervisor)	
2	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)	
0	0	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, COORDINATION AND POLICY (Executive level)	
3	3	FREQ CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT	
2	3	FREQ IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION	
2	3	WITH IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX	
		Other (Specify)	

FORM 45 (Part II)

 REPLACES PREVIOUS EDITIONS  
 OF FORMS 45 AND 45 WHICH  
 ARE OBSOLETE

SECRET

Potential

101

SECRET

(When Filled In)

OFFICE OF PERSONNEL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

Three months

4. COMMENTS CONCERNING POTENTIAL

Apr 15 2 15 PM '58

Employee has the potential for a good records officer. Should he develop as rapidly throughout his tour as he has done in this initial period, he will be ready to assume the responsibility for the records establishment at any medium sized field station in his next assignment.

## SECTION II.

## FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

## SECTION I.

## DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL  
 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE  
 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE  
 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE  
 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE  
 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
3	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITY	4	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
3	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
4	6. SHOWS OPEN TO NEW EXPERIENCES	4	16. GIVES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
2	8. HAS INTEREST FOR FUN	4	18. IS HONEST	3	28. HIS CONTRIBUTION IS CONSTRUCTIVE
4	9. GETS THINGS DONE	3	19. THINKS FREELY	4	29. FACILITATES SWIFT PROGRESS OF HIS GROUP
1	10. IS OPEN TO NEW IDEAS	3	20. FACILITATES PROGRESS OF HIS GROUP	4	30. DOES NOT ALLOW HIS OWN OPINIONS TO OBSCURE GROUP'S

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(When Filled In)

## FITNESS REPORT (Part I) PERFORMANCE

## INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-379. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

## SECTION A.

## GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
PICCOLO	Joseph	S.	8 Dec 1935	M	DS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT			6. OFFICIAL POSITION TITLE		
FI RI A&O			0305.01 File Clerk		
7. GRADE	8. DATE REPORT DUE IN OP		9. PERIOD COVERED BY THIS REPORT (Inclusive dates)		
GS-4			4 Feb 1957 - 18 Oct 1957		
10. TYPE OF REPORT (Check one)		INITIAL		SPECIAL (Specify)	
		ANNUAL		X REASSIGNMENT-SUPERVISOR	
				REASSIGNMENT-EMPLOYEE	

## SECTION B.

## CERTIFICATION

1. FOR THE RATER: THIS REPORT ☒ HAS ☐ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

*Joseph S. Piccolo*

## A. CHECK (X) APPROPRIATE STATEMENTS:

<input type="checkbox"/>	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input checked="" type="checkbox"/>	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input checked="" type="checkbox"/>	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

0. THIS DATE 21 October 1957 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Shirley Smith Desk Supervisor, RI/IN

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY DATE  
 Pooled Pts. Control *11/2*  
 Reviewed by PUD *12/3/57*

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE 22 October 1957 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL August J. Zarichak C. OFFICIAL TITLE OF REVIEWING OFFICIAL Supervisor, RI/IN Section

## SECTION C. JOB PERFORMANCE EVALUATION

## 1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 4
1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.  
 2. BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.  
 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEARINESS.  
 4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.  
 5. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  
 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

MAILED 11 30 AM '57

FORM NO. 45 (PART I)  
 1 NOV 55

REPLACES PREVIOUS EDITIONS  
 OF FORMS 45 AND 45A WHICH  
 ARE OBSOLETE.

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(When Filled In)

OFFICE OF PERSONNEL

## 2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

## DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of that specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.

- f. Be specific. Examples of the kind of duties that might be rated are:

ORG. BRIEFING

GIVING LECTURES

CONDUCTING SEMINARS

WRITING TECHNICAL REPORTS

CONDUCTING EXTERNAL LIAISON

FITTING

TAKING DICTATION

SUPERVISING

HAS AND USES AREA KNOWLEDGE

DEVELOPS NEW PROGRAMS

ANALYZES INDUSTRIAL REPORTS

MANAGES FILES

OPERATES RADIO

COORDINATES WITH OTHER OFFICES

WRITES REGULATIONS

PREPARES CORRESPONDENCE

CONDUCTS INTERROGATIONS

PREPARES SUMMARIES

TRANSLATES GERMAN

DERRIVING SOURCES

KEEPS BOOKS

DRIVES TRUCK

MAINTAINS AIR CONDITIONING

EVALUATES SIGNIFICANCE OF DATA

- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER
	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
	3 - PERFORMS THIS DUTY ACCEPTABLY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	

SPECIFIC DUTY NO. 1 Conducting name checks to render case disposition.	RATING NUMBER 4	SPECIFIC DUTY NO. 4	RATING NUMBER
SPECIFIC DUTY NO. 2 Alphabetizing and filing index cards.	RATING NUMBER 4	SPECIFIC DUTY NO. 5	RATING NUMBER
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER

## 3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Subject performed his duties effectively and competently.  
He gets along well with his fellow employees.

## SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- 7 - EXCELS BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? ☐ YES ☒ NO. IF YES EXPLAIN FULLY.

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**SECRET**  
(When Filled In)

*PS copy*

## FITNESS REPORT (Part I) PERFORMANCE

### INSTRUCTIONS

**FOR THE ADMINISTRATIVE OFFICER:** Consult current instructions for completing this report.

**FOR THE SUPERVISOR:** This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

### SECTION A.

#### GENERAL

1. NAME (Last) <b>PICCOLO</b>	(First) <b>Joseph</b>	(Middle) <b>S.</b>	2. DATE OF BIRTH <b>8 Dec 1935</b>	3. SEX <b>M</b>	4. SERVICE DESIGNATION <b>DS</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>FI RI A&amp;O</b>			6. OFFICIAL POSITION TITLE <b>0305.01 File Clerk</b>		
7. GRADE <b>GS-4</b>	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (inclusive dates) <b>4 Feb 1957 - 18 Oct 1957</b>			
10. TYPE OF REPORT (Check one)		INITIAL		REASSIGNMENT-SUPERVISOR	
		ANNUAL		REASSIGNMENT-EMPLOYEE	
		<input checked="" type="checkbox"/>		SPECIAL (Specify)	

### SECTION B.

#### CERTIFICATION

1. FOR THE RATER: THIS REPORT ☒ HAS ☐ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

*Joseph S. Piccolo*

A. CHECK (X) APPROPRIATE STATEMENTS:

<input type="checkbox"/>	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN CI OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
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<input checked="" type="checkbox"/>	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE **21 October 1957** C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR **Shirley Smith** D. SUPERVISOR'S OFFICIAL TITLE **Desk Supervisor, RI/IN**

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

☐ CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE **22 October 1957** B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL **August J. Zurichak** C. OFFICIAL TITLE OF REVIEWING OFFICIAL **Supervisor, RI/IN Section**

### SECTION C.

#### JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

**DIRECTIONS:** Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- |  |   |
|--|---|
| <div style="border: 1px solid black; padding: 5px; text-align: center;">4</div> INSERT RATING NUMBER | 1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.   |
|  | 2. BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES. |
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COMMENTS:

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(When Filled In)

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(When Filled In)

### TRAINING EVALUATION--CLERICAL INDUCTION

#### SECTION I IDENTIFYING INFORMATION

NAME OF STUDENT <b>PICCOLO, Joseph B.</b>	SEA <b>M</b>	DATES OF ATTENDANCE <b>11-15 February 1957</b>
DATE OF BIRTH <b>8 December 1935</b>	EXP. DATE <b>4 February 1957</b>	TITLE AND GRADE <b>File Clerk GS-4</b>

#### SECTION II CHARACTERISTICS OF THE COURSE

Each course subject is taught daily in 45-minute sessions for a 5-day period. Students who do not meet Agency standards in shorthand and/or typewriting within this 5-day period receive further instruction in an attempt to meet the established qualifications. The second week of geography instruction is given to students who have not been assigned to their positions.

#### SECTION III OBJECTIVES

To develop speed and accuracy in shorthand, to take dictation at a minimum of 40 words per minute for 3 minutes, and to transcribe with 5 or fewer errors in not more than 15 minutes. (For qualification, students must meet this requirement at least once.)

To develop speed and accuracy in typewriting and to type a net score of 40 words per minute on a 10-minute writing (score attained after deduction of errors). (For qualification, students must meet this requirement at least once.)

To review the fundamentals of grammar, punctuation and capitalization, and word usage, and to aid the students in applying these principles of correct English usage.

To familiarize students with countries, capitals, products, political situations, and communist attitudes of Europe and Asia. (These continents are covered in alternate weeks.)

To introduce students to the system of filing as outlined in the Agency's "Handbook for Subject Filing."

#### SECTION IV RATINGS

Each student is not assigned to all course subjects. The subjects this student has completed are those for which ratings are recorded below.

SHORTHAND	OPP	PROPS		QUALIFIED	YES	NO
TYPEWRITING	OPP	PROPS	NET	QUALIFIED	YES	NO
NOTE: Student met Agency standards in the following subjects before entrance to course:				SHORTHAND		
				TYPEWRITING		
SUBJECT	RATING, IN	POOR	FAIR	SATISFACTORY	EXCELLENT	
GRAMMAR	THIS CLASS					
	CLASSED					
PUNCTUATION AND CAPITALIZATION	THIS CLASS					
	CLASSED					
WORD USAGE	THIS CLASS					
	CLASSED					

NUMBERS INDICATE HOW MANY STUDENTS RECEIVED EACH RATING. THE ASTERISKS INDICATE THIS STUDENT'S RATINGS.

EXCELLENT - - - Thorough knowledge of material presented and above-average performance in meeting course goals.

SATISFACTORY - - - average knowledge of material presented and adequate performance in meeting course goals.

FAIR - - - - - borderline knowledge of material presented and limited performance in meeting course goals.

POOR - - - - - inadequate knowledge of material presented and unsatisfactory performance in meeting course goals.

Instruction in geography and in filing provides background information. Consequently, achievement is not measured in these subjects. Participation is indicated below.

Geography ☒ Filing ☒

#### SECTION V COMMENTS

WFO 100-100000-10-1

**SECRET**



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(When Filled In)

THIS INFORMATION IS FOR AUTHORIZED PERSONS ONLY. TEST SCORES ARE NOT TO BE REVEALED TO EXAMINEES.							
<b>EVALUATION OF TEST RESULTS (CLERICAL)</b>						DATE <b>5 June 1956</b>	
NAME <b>PICCOLO, Joseph Stephan</b>			GRADE AND POSITION <b>GS-4 Clerk</b>			PERSONNEL OFFICER <b>Mr. Rader</b>	
<p>THIS REPORT IS PROVIDED AS A SERVICE OF THE ASSESSMENT AND EVALUATION STAFF, OFFICE OF TRAINING, TO ASSIST APPROPRIATE OFFICIALS IN REACHING DECISIONS ABOUT THIS INDIVIDUAL. IT IS NOT INTENDED THAT YOUR DECISION BE BASED ON RESULTS OF TESTS ALONE, BUT THAT YOU COMBINE THIS INFORMATION WITH WHAT YOU KNOW ABOUT HIS BACKGROUND OF EDUCATION AND EXPERIENCE.</p> <p>THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE ON SEVERAL TESTS BY SHOWING HOW WELL HE HAS DONE IN COMPARISON WITH OTHERS TESTED AT CIA FOR THE SAME GRADE LEVEL IN THE SAME KIND OF WORK. SCORE DISTRIBUTIONS FOR EACH TEST AT EACH GRADE LEVEL ARE SUB-DIVIDED TO DERIVE THE DESCRIPTIVE RATINGS BELOW AS FOLLOWS: VERY HIGH - HIGHEST 10%, HIGH - NEXT LOWER 15%, ABOVE AVERAGE - NEXT LOWER 15%, AVERAGE - MIDDLE 20%, BELOW AVERAGE - NEXT LOWER 15%, LOW - NEXT LOWER 15%, VERY LOW - LOWEST 10%.</p> <p>NOTE: It is important that you remember two essential points as you review this report:</p> <ol style="list-style-type: none"> <li>This evaluation is applicable only for the grade and position stated above. Re-evaluation is necessary if an individual is to be considered for any other grade, and may be requested by the Placement Officer.</li> <li>All tests are of equal importance for every position. It will therefore be necessary for you to recognize the relative importance of each test to the specific requirements of the position for which this person is being considered.</li> </ol>							
NAME OF TEST	VERY LOW 10%	LOW 15%	40-50 AVERAGE 15%	AVERAGE 20%	ABOVE AVERAGE 15%	HIGH 15%	VERY HIGH 10%
CLERICAL SPEED AND ACCURACY			✓				
SPELLING				✓			
SENTENCES					✓		
NUMERICAL ABILITY						✓	
ABSTRACT REASONING					✓		
SPACE RELATIONS							
MECHANICAL REASONING							
VERBAL REASONING							
LA-B							
TYPING TEST			SHORTHAND TEST				
GROSS	NET	ERRORS	FORM	LETTER I	LETTER II	LETTER III	
LANGUAGE BACKGROUND							
<p>SUBJECT STATED THAT HE(SHE) LEARNED THE _____ LANGUAGE BEFORE LEARNING ENGLISH AND THAT HE(SHE) IS MORE PROFICIENT AT THIS TIME IN _____.</p> <p>THESE FACTS ARE BROUGHT TO YOUR ATTENTION SINCE IT IS POSSIBLE THAT A SERIOUS DIFFICULTY WITH THE ENGLISH LANGUAGE COULD IMPAIR PERFORMANCE ON THESE TESTS TO SOME DEGREE.</p>							
REMARKS:							

DESCRIPTIONS OF THESE TESTS ARE GIVEN ON SEPARATE SHEET OF THIS REPORT

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TEST	DESCRIPTION																
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task. Measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations. JUN 6 11 01 AM '55																
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of everyday usage found to be most frequently misspelled.																
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.																
NUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the format of the problems.																
ABSTRACT REASONING	A non-verbal test of reasoning ability. Measures ability to perceive relationships in changing abstract figure patterns and to generalize changes into operating principles.																
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.																
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.																
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.																
LEARNING ABILITY Form 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.																
TYPING	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows: Gross - Total words per minute. Net - Gross words per minute minus 1 for each error made. Errors - Total Number																
SHORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter I: 60 words per minute; Letter II: 80 words per minute; Letter III: 100 words per minute. Maximum possible scores are as follows: <table><tr><td></td><td>Letter I</td><td>Letter II</td><td>Letter III</td></tr><tr><td>Form A</td><td>49</td><td>50</td><td>60</td></tr><tr><td>Form B</td><td>50</td><td>51</td><td>49</td></tr><tr><td>Form C</td><td>50</td><td>50</td><td>50</td></tr></table>		Letter I	Letter II	Letter III	Form A	49	50	60	Form B	50	51	49	Form C	50	50	50
	Letter I	Letter II	Letter III														
Form A	49	50	60														
Form B	50	51	49														
Form C	50	50	50														

**CONFIDENTIAL**

**ADMINISTRATIVE**  
Internal Use Only

REPORT OF SERVICE ABROAD														
TO: Office of Personnel, Control Division, Statistical Reporting Branch														
SERIAL NO.		NAME												
1-6		LAST			FIRST				MIDDLE					
025658		(Print) PICCOLO			7-24 JOSEPH				S					
INSTRUCTIONS														
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 56, REVISED.														
PCS DATES OF SERVICE														
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY			
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION			CODE	37 38 39		CODE 40-42		
25-26	27-28	29-30	31-32	33-34	35-36									
TDY DATES OF SERVICE														
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)			
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION			CODE	37 38 39		CODE 40-42		
25-26	27-28	29-30	31-32	33-34	35-36									
01	20	77	01	24	77							WEST HEM 811		
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA														
SOURCE DOCUMENT AND CERTIFICATION														
<input checked="" type="checkbox"/> TRAVEL VOUCHER						DISPATCH								
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT								
OTHER (Specify)														
DOCUMENT IDENTIFICATION NO. LA 137-77						DOCUMENT DATE/PERIOD 20 JAN 77 to 24 JAN 77								
REMARKS														
PREPARED BY						REPORT ANNOTATED BY CONTROL DOCUMENT			ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED					
DATE 3/10/77						SIGNATURE Eugene B. Brown								
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER														

14514

ADMINISTRATIVE-Internal Use Only

14-101

CONFIDENTIAL

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category IXG for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:
  - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

*Joseph S. Piccolo*  
Signature of Addressee

*11 April 1974*  
Date

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REPORT OF SERVICE ABROAD																
TO: Office of Personnel, Control Division, Statistical Reporting Branch																
SERIAL NO.		NAME														
1-6		LAST			FIRST			MIDDLE								
025 658		PICCOLA			JOSEPH			S.			JR.					
INSTRUCTIONS																
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 88, REVISED.																
PCS DATES OF SERVICE																
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY			CODE		
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE					CODE		
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION			37	38	39				40-42	
TDY DATES OF SERVICE																
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY			CODE		
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE					CODE		
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 8 - CANCELLATION			37	38	39				40-42	
06	12	76	06	22	76				2			AFRICA			809	
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA																
SOURCE DOCUMENT AND CERTIFICATION																
<input checked="" type="checkbox"/> TRAVEL VOUCHER						<input type="checkbox"/> DISPATCH										
<input type="checkbox"/> CABLE						<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT										
<input type="checkbox"/> OTHER (Specify)																
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE/PERIOD										
CZ 106-76						6/12/76										
REMARKS																
PREPARED BY			REPORT ANNOTATED ON CONTROL DOCUMENT			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED										
BCH																
B L DIVISION, CPOO.			DATE			SIGNATURE										
C B T DIVISION			7-27-76			C. Washit										
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER																

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(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch.

FILE  
RECORDED  
15 9

SERIAL NO.

NAME

LAST

FIRST

MIDDLE

1-8

(Print)

7-24

C25658

PICCOLI

JOSEPH

S.

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38 39		40-42
08	25	76	09	03	76		2		EUROPE	801

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

CI 25-76

8-22-76

REMARKS

PREPARED BY	REPORT SUBMITTED TO	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT LISTED
DATE	DATE	
S. J. O'BRIEN, STOR.	S. J. O'BRIEN	SIGNATURE

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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(When Filled In)

## RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE FURNISHED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN HEREON. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 8 ALSO COMPLY WITH HRG 70-2, PERSONNEL EMERGENCY AND LOCATOR REPORTS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

## GENERAL

NAME OF EMPLOYEE (Last) (First) (Middle) (Suffix)  
**PICCOLO Joseph Stephan Jr.**

## 1. MARITAL STATUS (Check one)

☐ SINGLE ☒ MARRIED ☐ SEPARATE ☐ DIVORCED ☐ REMARRIED ☐ ANNULLED

IF MARRIED, PLACE OF MARRIAGE: **Falls Church, Virginia** DATE OF MARRIAGE: **14 Feb 1967**

IF DIVORCED, PLACE OF DIVORCE DECREE: \_\_\_\_\_ DATE OF DECREE: \_\_\_\_\_

## 2. MEMBERS OF FAMILY

NAME OF SPOUSE: **Norma W. Piccolo** ADDRESS (No. Street, City, State, Zip Code): **2627 Mattox Creek Dr., Oakton, Va. 22124** TELEPHONE NO.: **(703) 629-4130**

NAMES OF CHILDREN:

NAME	ADDRESS	SEX	DATE OF BIRTH
<b>Burgundy R. Piccolo</b>	<b>Same</b>	<b>F</b>	<b>17 May 71</b>
<b>Normandy D. Piccolo</b>	<b>Same</b>	<b>F</b>	<b>23 Feb 70</b>

NAME OF FATHER (or male guardian): **Joseph Piccolo Sr.** ADDRESS: **1636 N.E. 20th Street, Fort Lauderdale, Fla. 33305** TELEPHONE NO.: **(305) 564-5234**

NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian): **Irene A. Sutor Piccolo** ADDRESS: **1636 N.E. 20th Street, Fort Lauderdale, Florida 33305** TELEPHONE NO.: **(305) 564-5234**

WHAT MEMBERS OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY? **Both Parents and my In-Laws are aware.**

## 3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST SIX OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME: **None** DATE OF BIRTH: \_\_\_\_\_ RELATIONSHIP: \_\_\_\_\_

## 4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss): **Mrs. PICCOLO, Irene A.** RELATIONSHIP: **Mother**

HOME ADDRESS (No. Street, City, State, Zip Code) and NAME OF EMPLOYEE, IF APPLICABLE: **1636 N.E. 20th Street, Fort Lauderdale, Fla. 33305** HOME TELEPHONE NUMBER: **(305) 564-5234**

BUSINESS ADDRESS (No. Street, City, State, Zip Code) and NAME OF EMPLOYEE, IF APPLICABLE: **N/A** BUSINESS TELEPHONE & EXTENSION: \_\_\_\_\_

IS THE INDIVIDUAL NAMED ABOVE OFFICER OF A SERVICE ORGANIZATION (If "Yes" give name and address of organization to be notified in case of emergency)? **Yes** ☒

IS THE INDIVIDUAL AUTHORIZED TO MAKE DISPOSITIONS AS TO A SERVICE IN THE EVENT OF AN EMERGENCY (If "Yes" give name and address of person to be notified in case of emergency)? **Yes** ☒

WILL THIS INDIVIDUAL SIGN THAT HE HAS BEEN SO NOTIFIED BY YOUR SERVICE ORGANIZATION (If "Yes" give name and address of person to be notified in case of emergency)? **Yes** ☒

The person named in item 3 or 4 above may also be notified in case of emergency. If such notification is not required because of item 3 or 4 above, please so state in item 4 on the reverse side of this form.

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(When filled in)

5. VOLUNTARY ENTS ES	
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.	
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.	
Joseph S. Piccolo Jr. & Norma W. Piccolo (Joint Accounts)	
Potomac Bank & Trust Co.	(Checking and Savings)
10855 Lee Highway	(Safe Deposit Box)
Fairfax, Virginia 22030	
ARE YOU A MEMBER OF THE NORTHEAST FEDERAL CREDIT UNION?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
IF YES, DO YOU HAVE A JOINT ACCOUNT?	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)	
Safe Deposit Box, Potomac Bank & Trust. (Copy with Parents)	
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?	
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" give name(s) and address) Specified in Will. Initial contact would be In-Laws. Mrs. Bertha G. Wyatt, 6633 Hoadly Road, Manassas, Va. 22110	
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" who possess the power of attorney?)	
My Wife.	
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS	
7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY (No Approval Required)	
RESIDENCE WHEN EMPLOYED (Full Address)	PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-5 (Full Address)
	2657 Mattox Creek Drive, Oakton, Virginia 22124
8. CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-5) (To Be Completed by Employee Desiring Such Change While Assigned in Headquarters)	
FULL ADDRESS	DEPT'S DIRECTOR OR DESIGNATE
Mr. Norman H. Wyatt (In-Laws)	
6633 Hoadly Road	
Manassas, Va. 22110	
SIGNED AT	DATE
Washington D.C.	28 Feb 77

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**SECRET**  
(When Filled In)

### SERVICE ABROAD AGREEMENT

## 1. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES SHALL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PRESENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTINGENT UPON AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT TO THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RIGHTS IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

NAME OF EMPLOYER

PTICCOLO, Joseph S., Jr.

50

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## II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT?

Mexico City, Mexico

7. PERIOD OF SERVICE ABOARD AS VENDOR IN U. S. OR C. FLG

A. STANDARD TOUR OF DUTY OF 24 HOURS X

C. NONSTANDARD TERM OF DUTY OF \_\_\_\_\_ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT? (SEE HR 20-1A)

REQUESTED (When attached)

**OPERATING OFFICES**

8. NOW FURNISH YOUR CO COPY OF \_\_\_\_\_ W/IN 7  
PREVIOUSLY APPROVED PER WR 131-10

## CONCUB

## Customer Service

DEPUTY DIRECTOR

OFFICIALS OFFICIAL

**APPROVED**

## REACTION OF PLASMA

## 144. PENNANTINI PLACE OF RESIDENCE

[illegible][illegible]

15 3180

**Si Cui :**

12. 10/24/78 11. 10/24/78

0 3 6 4 0 3 4 2

0 6 0 9 2 8 7 5 1 4 0 3 2 3 2 0 0 0

## SECRET

(when filled in)

5. PHYSICAL DRELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof) FULL ADDRESS  2687 Mattox Creek Drive Oakton, Virginia 22124		6. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 5) FULL ADDRESS  N/A	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		CONCUR DEPUTY DIRECTOR DATE	
		APPROVED DIRECTOR OF PERSONNEL DATE	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		APPROVED DIRECTOR OF PERSONNEL DATE	
IV. HOME LEAVE POINT			
7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.			
8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-30B(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.			
9. DESIGNATION PER ITEM 7 ABOVE FULL ADDRESS  6633 Hoadly Road Manassas, Virginia 22110		10. DESIGNATION PER ITEM 8 ABOVE FULL ADDRESS	
RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT Parents-in-law		CONCUR DEPUTY DIRECTOR DATE	
		APPROVED DIRECTOR OF PERSONNEL DATE	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		APPROVED DIRECTOR OF PERSONNEL DATE	
EMPLOYEE CERTIFICATION			
I have read and understand my service obligations and travel entitlements as described in this agreement.			
Signature of employee <i>[Signature]</i>		DATE 12 Feb 1977	

SECRET

(WHEN FILLED IN)

## QUALIFICATIONS SYSTEM RECORD CHANGE

APPLICANT CODING DATA

1. ID	2. APPL. NO.	3. NAME
< 2	6-DIGITS	MUST CONTAIN 20-DIGITS
4. DATE OF BIRTH		5. DATE CODED
MO DA YR	MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.
.	.	

LANGUAGE CODING DATA - FORM 444c

1. ID		2. EMPLOYEE NO.		3. NAME		4. LANGUAGE DATA CODE											
◁ 3		•		3-LETTERS		•		BASE CODE		R	W	P	S	U	T	YR	
5. DATE SUBMITTED				6. DATE OF BIRTH				WHEN FORM 444C DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)									
MO		DA		YR		MO										DA	
•						•											

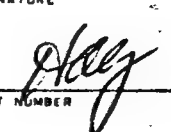
LANGUAGE PROFICIENCY TEST DATA

1. ID	2. EMPLOYEE NO.	3. NAME	4. CODE	5. LANGUAGE DATA BEFORE TEST									
		3-LETTERS	C-A-D	BASE CODE	R	W	P	S	U	T	YR		
<5	425658	PIC	C	BL18	i	3	i	i	i	4	69		
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST			DATA FOR REM ? THRU 7 IS						
BASE CODE	R	W	P	S	U	T	YR	MO	DA	YR	EXTRACTED FROM 1273.		
BL18	i	3	i	E	i	4	76	42	11	76	LANGUAGE PROFICIENCY AND AWARDS DATA		

QUALIFICATIONS RECORD CHANGE

[illegible]

~~CONFIDENTIAL~~ SECRET  
(When Filled In)

CERTIFICATION OF LANGUAGE PROFICIENCY																
1. EMPLOYEE NO.		2. NAME (LAST-FIRST-MIDDLE)				3. TYPE CHANGE		4. LANGUAGE DATA PRIOR TO TEST								
123456		PICCOLO, JOSEPH S.				A = ADD C = CHANGE D = DELETE		CODE	LAN. CODE	R	B	P	S	U	1/Y	YEAR
5. LANGUAGE DATA AFTER TEST						6. DATE TESTED		7. DATE OF BIRTH		8. GRADE		9. OFFICE OR DIVISION				
LAN. CODE	R	B	P	S	U	1/Y	YEAR	12/11/76		12/12/35		13 LA				
NOTICE TO PERSON TESTED																
10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN <u>SPANISH BL18</u> AND YOUR TEST SCORES ARE AS FOLLOWS: (NAME OF LANGUAGE)																
READING		WRITING		PRONUNCIATION		SPEAKING		UNDERSTANDING		TEST RATINGS						
I+		+		+		E		I		Z = ZERO    I = INTERMEDIATE S = SLIGHT    H = HIGH E = ELEMENTARY    N = NATIVE						
11. REMARKS: * Indicates not tested or pronunciation included in Speaking grade										12. SIGNATURE						
DATE <u>12/11/76</u> 12/11/76																
										13. TEST NUMBER						
										27137						

FORM 1273 1-74 PREVIOUS EDITIONS

(10-45)

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E2. IMPDET CL. BY: 007622

1 - CP/QAB

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	3			6	
T 839692 EIA497		PAGE 01		IN 889961	
		TOR: 141553Z APR 76		LIMA 32942	

SECRET 141519Z APR 76 STAFF

CITE LIMA 32942

TO: DIRECTOR,

RYBAT SECRETARY

Joseph S. Piccolo

1. WITH COMPLIMENT MESSRS. PICCOLO AND SILEO ON THEIR HANDLING OF CI SURVEY AT LIMA, THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT, CAUSING MINIMUM DISRUPTION OF STATION ACTIVITIES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE, BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS FILES, WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHANGES WHICH WE WILL MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED, AND PROVIDE A FEW IDEAS WHICH MIGHT BE USEFUL FOR FUTURE SURVEYS.

SECRET

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PAGE 02-02

IN 889961

TOR:141553Z APR 76

LIMA 32942

3. NO FILE. E2 IMPDET

**SECRET**

CLASSIFICATION

4 SOP 123 E-1 0-1

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ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED

DATE 10/1/80 BY 1045

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PAGE 01-01

IN 963669

TOR: 281314Z JUN 76

ADDI 30375

ETES ONLY

SECRET 281305Z JUN 76 STAFF

CITE ADDIS ABABA 30375

TO: DIRECTOR.

WISH COMMEND MESSERS PICCOLO AND THOMPSON FOR EXCELLENT PROFESSIONAL WORK IN ADDIS ABABA. DURING RECENT CI SURVEY. BOTH OFFICERS MADE DETAILED STUDIES OF CASES, FILES AND STATION ACTIVITIES THAT RESULTED IN SOUND ORAL RECOMMENDATIONS FOR IMPROVEMENT. WE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE. SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET

Joseph I Piccolo

SECRET

**ADMINISTRATIVE**  
Internal Use Only

**REPORT OF SERVICE ABROAD**

**TO:** Office of Personnel, Control Division, Statistical Reporting Branch

**FILE  
PUNCHED  
BY**

SERIAL NO.

NAME

1-6

LAST

FIRST

MIDDLE

(Print)

7-24

025658

PUNCHER

JOSEPH

S.

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 56, REVISED.

**PCS DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic)	37	38	39		40-42
						2 - CORRECTION					
						3 - CANCELLATION					

**TDY DATES OF SERVICE**

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic)	37	38	39	WESTERN	40-42
03	22	76	04	11	76	2 - CORRECTION	2			HEMISPHERE	811
						3 - CANCELLATION					

**OFFICE OF PERSONNEL USE ONLY - PUNCH AREA**

**SOURCE DOCUMENT AND CERTIFICATION**

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

CI 76-76

DOCUMENT DATE/PERIOD

3/22/76

REMARKS

PREPARED BY	REPORT ANNOTATED OR CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCR	DATE 4/28/76	SIGNATURE C. W. LIT
AS L DIVISION, CTR.		
C & P DIVISION		

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				IN 889961							
		TOR:141553Z APR 76		LIMA 32942							

SECRET 141519Z APR 76 STAFF

CITE LIMA 32942

TO: DIRECTOR,

RYBAT SGCHART

1. HIGH COMPLIMENT MESSRS. PICCOLO AND SILED ON THEIR HANDLING OF CI SURVEY AT LIMA. THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT. CAUSING MINIMUM DISRUPTION OF STATION ACTIVITIES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE. BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS FILES, WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHASES WHICH WE WILL MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED. AND PROVIDE A FEW IDEAS WHICH MIGHT BE USEFUL FOR FUTURE SURVEYS.

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PAGE 22-82

IN 889961

TOR:141553Z APR 76

LIMA 32942

3. NO FILE. E2 IMPDET

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22 December 1975

MEMORANDUM FOR: Chief, LA Division

SUBJECT : Mr. Joseph S. Piccolo - Completion of Senior  
Operations Course #2/76

1. Mr. Piccolo attended the Senior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.

2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management overview and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The ten officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.

3. The six weeks, normally 30 days of instruction time, was shortened to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo spent six days in intensive training in Persuasion and Manipulation Skills as taught in the SAI system. He spent approximately another eight and one-half days on technical tradecraft (photo, audio, and commo equipment familiarization and usage) and street tradecraft (surveillance, car toss, dead drop, brush pass, etc.) including three days intensive practice of these skills in a live exercise conducted in Richmond. Another five days were spent at Headquarters meeting with the chiefs of all DO divisions and staffs, and visiting three operational support laboratories in the metropolitan area. The approximately eight and one-half remaining days were consumed by a combination of miscellaneous operations management subjects, student seminars, and term paper writing (though the latter was accomplished mostly on the students' own time). This running of the course was keyed by remarks by the ADDO, and the Headquarters week was climaxed by an hour and a half with the DDO. The guest speaker at the graduation dinner of SOC #2/76 was Agency Historian Dr. Walter Pforzheimer.

E2 IMPDET  
CL by 056184

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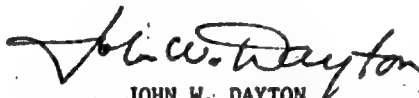
**SECRET**

**SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76**

4. Mr. Piccolo, as a 40-year-old GS-13/4, was at about the average age for this class and slightly above average in grade. Although formal grades are not given to graduates of the SOC, it was the consensus of DTS staff instructors involved in SOC #2/76 that Mr. Piccolo would almost certainly rank number one in this particular group. Bringing to the class broad operational experience and understanding, Mr. Piccolo was an active participant in the six-day SAI block of instruction and made contributions based on his own operational past. The tradecraft instructors who conducted the live problem in Richmond described Mr. Piccolo as the best student in street tradecraft. One of the Course Coordinators commented that Mr. Piccolo, "exhibited, more than any of the others, the ability to lead the group." Mr. Piccolo's term paper on the subject of how a NOC station might be established in Rio de Janeiro was careful and thorough and was described by the panel as "an excellent overall plan." To a man of Mr. Piccolo's experience, at least some of the course may have seemed a little basic or redundant, but he never let it show, and always took part with the same enthusiasm as the more junior members of the class.

5. A copy of this memorandum is being placed in Mr. Piccolo's official personnel file.

**FOR THE DIRECTOR OF TRAINING:**

  
JOHN W. DAYTON  
Course Coordinator  
Senior Operations Course

**SECRET**

**ADMINISTRATIVE**  
Internal Use Only

**REPORT OF SERVICE ABROAD**

**FILE  
PUNCHED  
BY**

**TO:** Office of Personnel, Control Division, Statistical Reporting Branch

<b>SERIAL NO.</b>		<b>NAME</b>			
		<b>LAST</b>	<b>FIRST</b>	<b>MIDDLE</b>	
1-6 655939		(Print) Piccolo Joseph S			
<b>INSTRUCTIONS</b>					
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.					
<b>PCS DATES OF SERVICE</b>					
<b>ARRIVAL O/S</b>			<b>DEPARTURE O/S</b>		
<b>MONTH</b>	<b>DAY</b>	<b>YEAR</b>	<b>MONTH</b>	<b>DAY</b>	<b>YEAR</b>
25-26	27-28	29-30	31-32	33-34	35-36
			08	08	75
			<b>TYPE OF DATA</b>		
			1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION		
			CODE 37 38 39		
			1		
			<b>COUNTRY</b>		
			Nicaragua		
			CODE 40-42		
			58C		
<b>TDY DATES OF SERVICE</b>					
<b>ARRIVAL O/S</b>			<b>DEPARTURE O/S</b>		
<b>MONTH</b>	<b>DAY</b>	<b>YEAR</b>	<b>MONTH</b>	<b>DAY</b>	<b>YEAR</b>
25-26	27-28	29-30	31-32	33-34	35-36
			<b>TYPE OF DATA</b>		
			1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION		
			CODE 37 38 39		
			<b>AREA(S)</b>		
			CODE 40-42		
<b>OFFICE OF PERSONNEL USE ONLY - PUNCH AREA</b>					
<b>SOURCE DOCUMENT AND CERTIFICATION</b>					
<b>TRAVEL VOUCHER</b>			<b>DISPATCH</b>		
<input checked="" type="checkbox"/> CABLE			<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT		
OTHER (Specify)					
<b>DOCUMENT IDENTIFICATION NO.</b>			<b>DOCUMENT DATE/PERIOD</b>		
IN 655939			11 Aug '75		
<b>REMARKS</b>					
<b>PREPARED BY</b>		<b>REPORT ANNOTATED BY</b>		<b>ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITY</b>	
PCP		DATE		SIGNATURE	
1 - O & A DIVISION (TOR)		8/19/75		[Signature]	
2 - O & A DIVISION					
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14-00000

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(14-10)

## SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
NAME OF EMPLOYEE	DATE (From Item 5-1)	NAME OF SUPERVISOR	DATE (From Item 5-2)
Joseph Piccolo	11 Sep 74	Raymond Swider	11 Sep 74
DATE OF ASSIGNMENT TO HEADQUARTERS:	POSITION	DATE OF ASSIGNMENT TO FIELD SERVICE	MOBILE DEPARTMENT
23 September 1974	DDAT-2486		WH
DATE OF DESIGN	DESIGN	STATION OR BASE	CURRENT COVER
8 Dec 35	D Ops Officer/DCOS GS-13	Managua	
TO BE COMPLETED BY EMPLOYEE			
1A. DATE OF PCS ARRIVAL IN FIELD	1B. REQUESTED DATE OF DEPARTURE	1C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	1D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE
20 Sept 1973	5 Jan 1976	19 Jan 1976	5 March 1976
2. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:			
Three (3) Dependents Ages: 32, 5 and 4			
3. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:			
Adequate medical facilities or a reasonable proximity to them.			
4. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form).			
Deputy Chief of Station, supervising/managing - support/finance and records personnel and activities, handling Liaison with the indigenous Security Service, managing operations directed at penetrating the political left and terrorist movement, and handling the Principal Agent (NOC) presently employed at the Station.			
5. TRAINING DESIRED INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS			
Training should be keyed to provide an even broader base for the continued development of my overall management skills and potential which have initially developed through on the job application. Courses should be those available to supervisory level personnel.			
An Operational Training requirement that should be satisfied as soon as possible is the Soviet Operations Course.			

## SECRET

## 6. PREFERENCE FOR NEXT ASSIGNMENT

## 7A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT

I am interested in remaining in the "managerial cone" and in obtaining a position that will give me increased responsibility as well as career growth through promotion. Based on my experience and performance as Acting Chief of Station Managua for two months in 1968, Deputy Chief of Base Rio de Janeiro for the last 10 months of my tour in 1972-73 and present assignment as Deputy Chief of Station Managua, I request assignment to a position which entails supervision of several employees and requires exercise of managerial skills and judgement. If assigned to another tour overseas, a position as Deputy Chief of Station in a medium to large size Station would be preferred. If assigned to Headquarters, I would like to work where an overview of the related operational and managerial activities can be experienced. If the above assignments are not available, a tour which would broaden my operational knowledge would be desired. i.e. SA Division, China Ops activity or OTS

7B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 3 OR 4 (for 1st, 2nd, 3rd and 4th choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☒ EXTEND TOUR 3 MONTHS AT CURRENT STATION TO 5 January 1976  
(DATE)

☐ BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF, OR OFFICE.  
1ST CHOICE FI STAFF 2ND CHOICE SA Division 3RD CHOICE WA Division

☒ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION.  
1ST CHOICE WA Division 2ND CHOICE EUR Division 3RD CHOICE SA Division

☐ RETURN TO MY CURRENT STATION.

PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-8 AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO BE FORWARDED.

## TO BE COMPLETED BY FIELD STATION

7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Given his steady, reliable and productive performance, every effort should be made to accommodate his expressed preferences. There can be no doubt that by temperament and experience he would be of greater value to the Organization in the field rather than at Headquarters, but a tour at Headquarters does appear timely now, following the past 5 years in the field. I do not honestly know how he will perform in Staff work, being a Field Station activist, but the experience should have a further broadening effect upon him.

## TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

8. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Subject has been approved for assignment to Headquarters,  
LA/COG.

DATE 24 Jul 76 FILE C/LA/Pers

SIGNATURE

H.L. Berthold

## FOR USE BY CAREER SERVICE

9. APPROVED ASSIGNMENT:

10. EMPLOYEE NOTIFIED BY DISPATCH NO. \_\_\_\_\_

DATED \_\_\_\_\_

CABLE NO. \_\_\_\_\_

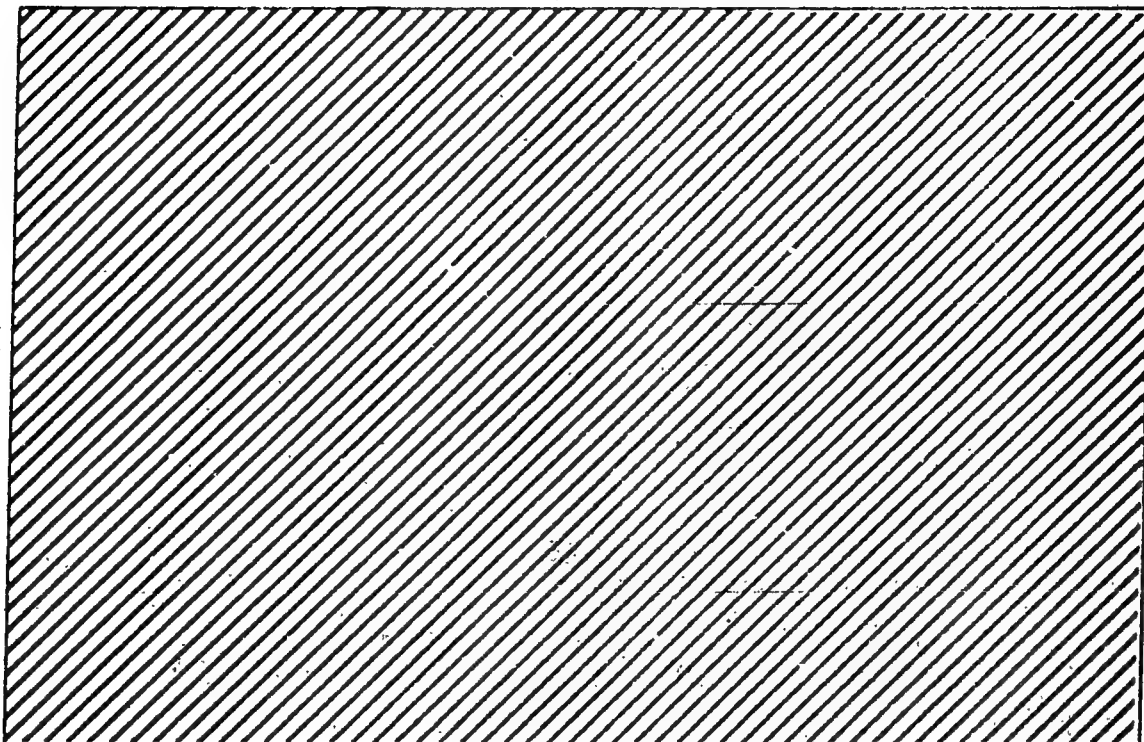
DATED \_\_\_\_\_

CAREER SERVICE REPRESENTATIVE \_\_\_\_\_

DATE \_\_\_\_\_

SECRET

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle) <b>PICCOLO, Joseph S., JR.</b>	NAME AND RELATIONSHIP OF DEPENDENT <b>W-Norma</b>	CLAIM NUMBER <b>76-0015</b>
--	--	--------------------------------

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent\*) for an illness, injury, or death incurred on 4/21/75.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE	SIGNATURE OF BUL REPRESENTATIVE <i>Edward J. ...</i>
----------------	---

**NOTICE OF OFFICIAL DISABILITY CLAIM FILE**



**SECRET**  
(When Filled In)

### REPORT OF SERVICE ABROAD

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6 025658	(Print) LICCCE	7-24 TOSCH	8

#### INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 90, REVISED.

#### PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39		40-42
			07	13	73		1		BRAZIL	090

#### TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38 39		40-42

#### OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

#### SOURCE DOCUMENT AND CERTIFICATION

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input checked="" type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. RILD 19355	DOCUMENT DATE/PERIOD 7/13/73
---	---------------------------------

REMARKS

PREPARED BY DCC	REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
E & L DIVISION (TYP.)	DATE 7/13/73	SIGNATURE <i>[Signature]</i>
E & V DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

1. NAME (Last, First, Middle) <b>Piccolo, Joseph S.</b>		2. DATE OF BIRTH <b>12/08/35</b>		3. GRADE <b>GS-13</b>	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) <b>DDO/WH/Rio de Janeiro</b>		5. PRESENT POSITION <b>Ops Officer</b>		6. EMPLOYEE EXTENSION <b>5671</b>	
7. PROPOSED STATION <b>Managua, Nicaragua</b>		8. PROPOSED POSITION (Title, Number, Grade) <b>Ops Officer 0506 GS-13</b>			
9. TYPE OF COVER AT NEW STATION <b>State SSN# 265 44 1914</b>		10. ESTIMATED DATE OF DEPARTURE <b>09/10/73</b>		11. NO. OF DEPENDENTS TO ACCOMPANY <b>three</b>	
12. COMMENTS  <b>Physicals to be taken in the field.</b>					
13. DATE OF REQUEST <b>18 May 1973</b>		14. SIGNATURE OF REQUESTING OFFICIAL <b>Karl Fleck</b>		15. ROOM NUMBER AND BUILDING <b>3B 5317 Hqs</b>	
16. EXTENSION <b>5671</b>					
17. OFFICE OF MEDICAL SERVICES DISPOSITION  <b>Qualified overseas PCS.</b> <b>25 July 1973 William T. Golder OMS/pro</b>					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION					
<b>REQUEST FOR PCS OVERSEAS EVALUATION</b>					

SECRET

WH 1

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY		
NAME OF EMPLOYEE (use initials only if SA)		DATE (from item 3-2)	NAME OF SUPERVISOR (initials)	DATE (from item 3-2)
Piccolo, Joseph		9 Nov 1971	David Mc Grath	9 Nov 1971
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:		
18 November 1971		HBRT 8679, 11 Nov 71		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
8 Dec 35	D	Ops Officer/Chief FI Brazil, GS-12	Rio de Janeiro	LNGOLD
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. USHRED DATE TO REPORT TO DUTY AFTER LEAVE	
23 June 70	30 June 73	15 July 73	15 September 73	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
3 Dependents ages: 29, 3, 2				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
None.				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 345-8)				
Chief, FI for Brazil (Coordinating activities of Station and Bases). Ops Officer for Communist Party Operations. Ops Officer for Revolutionary Terrorist Operational Activities. Supervisor for one full time inside and one full time outside Operations Officer and related FI activities of several Base Officers.				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
Advanced Operations Course. Management Courses in Preparation for assuming positions of increased supervisory responsibility.				

## SECRET

## 11. PREFERENCE FOR NEXT ASSIGNMENT.

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

Deputy Chief of Station of a small Station or Senior FI Officer position with supervisory responsibilities at a large Station. These choices for next assignment are made on the basis of the increasing responsibility of positions I have held as my career has developed. This career has included experience in most types of FI and CI operations as well as some CA activities. It has also provided me with supervisory experience, including Acting Chief of Station for a two month period. Assignment to a position of greater responsibility is desirable for the continued development of my career.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

- ☒ 1. EXTEND YOUR 12 MONTHS AT CURRENT STATION TO 30 June 1973 (DATE)
- ☒ 2. BE ASSIGNED TO POSTS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STATE OR OFFICE.  
1ST CHOICE WH 2ND CHOICE OTR 3RD CHOICE KUR
- ☒ 3. BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE WH/Central 2ND CHOICE Mexico 3RD CHOICE Spain
- ☒ 4. RETURN TO MY CURRENT STATION America, Costa Rica

## TO BE COMPLETED BY FIELD STATION

IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives.

COS Comment: COS strongly recommends that Subject extend for one year. He is handling an extremely important agent, and we would hate to change this relationship now. After one year, however, Subject's career would best be served by a new assignment.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Per HBRS 4729, Subject's request for a one year's extension of tour is approved.

DATE 6 Dec 71 TITLE C/WH/Pers SIGNATURE Henry L. Berthold

## FOR USE BY CAREER SERVICE

13. APPROVED ASSIGNMENT:

14. EMPLOYEE NOTIFIED BY DISPATCH NO. \_\_\_\_\_ DATED \_\_\_\_\_

CABLE NO. \_\_\_\_\_ DATED \_\_\_\_\_

CAREER SERVICE REPRESENTATIVE: \_\_\_\_\_

SECRET

## CONFIDENTIAL

(When Filled In)

Complete in original. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER  
Piccolo, Joseph Stephen 265-44-1914

1. RESIDENCE DATA  
 PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY Washington, D.C. LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) N/A  
 PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE Farmington, VA. HOME LEAVE RESIDENCE Farmington, VA.

2. MARITAL STATUS (Check one)  
☐ SINGLE ☒ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED  
 IF MARRIED, PLACE OF MARRIAGE Falls Church, VA. DATE OF MARRIAGE 14 Feb 67  
 IF DIVORCED, PLACE OF DIVORCE DECREE N/A DATE OF DECREE  
 IF WIDOWED, PLACE SPOUSE DIED N/A DATE SPOUSE DIED  
 IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)  
N/A

3. MEMBERS OF FAMILY  
 NAME OF SPOUSE Norma W. Piccolo ADDRESS (No Street, City, State, Zip Code) 10609 SPRINGMANN DR. FARMINGTON, VA. 22030 TELEPHONE NO. 591-9059  
 NAMES OF CHILDREN Norandy Dawn ADDRESS " " SEX Female DATE OF BIRTH 23 Feb 70  
 NAME OF YOUR FATHER (Or male guardian) Joseph Piccolo ADDRESS 1636 N.E. 20th ST. FT. LAUDERDALE, FLA 33305 TELEPHONE NO. (706) 564-5834  
 NAME OF YOUR MOTHER (Or female guardian) Frank R. Piccolo ADDRESS " " TELEPHONE NO. " "

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY?  
Parents and In-Laws

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  
 NAME (Mr., Mrs., Miss) (Last-First-Middle) Piccolo, Frank R. RELATIONSHIP Mother  
 HOME ADDRESS (No Street, City, State, Zip Code) 1636 N.E. 20th ST. FT. LAUDERDALE, FLA. HOME TELEPHONE NUMBER (706) 564-5834  
 BUSINESS ADDRESS (No Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE N/A BUSINESS TELEPHONE & EXTENSION

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organizer) (can be believed you were told)  
 YES ☒ NO ☐

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency)  
 YES ☒ NO ☐

DOES THIS INDIVIDUAL SWORN THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY SUCCESSOR? (If answer "No" explain why in item 5.)  
 YES ☒ NO ☐

The person named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE OF CAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 5 ON THE REVERSE SIDE OF THIS FORM

STANDARD FORM NO. 61 (REV. 1-67)

## CURRENT RESIDENCE AND DEPENDENCY REPORT

## CONFIDENTIAL

(When Filled In)

9. VOLUNTARY ENTRIES		
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.		
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.		
POTOMAC Bank and TRUST Co. (checking & Savings) Fairfax, VA. 22030 Joseph S. Piccolo JR. Norma W. Piccolo		
ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
IF YES, DO YOU HAVE A JOINT ACCOUNT?	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes" where is document located?)		
Safe Deposit Box, Potomac Bank & Trust Co. Fairfax, VA.		
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?		
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO. (If "Yes" give name(s) and address)		
HAVE YOU EXECUTED A POWER OF ATTORNEY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO. (If "Yes", who possess the power of attorney?)		
Wife		
10. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS		
Re: Item #4 - Contact For Emergency should Follow The Below order A. Wife (Item 3) B. Mother (Item 4) C. In-Laws MR. Norman H. Wyatt Rte 2 Box 342 B Manassas, VA. 22110 Tel. (703) 368-9761		
SIGNED BY	DATE	SIGNATURE
Wash D.C.	20 May 70	Joseph S. Piccolo JR.

CONFIDENTIAL

**SECRET**  
(When Filled In)

<b>REPORT OF SERVICE ABROAD</b>										<b>FILE</b>  <b>PUNCHED</b> <i>BY S</i>		
<b>TO:</b> Office of Personnel, Transactions and Records Branch, Status Section												
SERIAL NO.		NAME										
		LAST		FIRST				MIDDLE				
1-6		7-24										
025658		(Print) Piccolo, Joseph S.										
INSTRUCTIONS												
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 88, REVISED.												
<b>PCS DATES OF SERVICE</b>												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE			
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION			37	38	39	
06	23	70							1			
									BRAZIL		CODE 40-42	
											C910	
<b>TDY DATES OF SERVICE</b>												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE			
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION			37	38	39	
											CODE 40-42	
<b>OFFICE OF PERSONNEL USE ONLY - PUNCH AREA</b>												
<b>SOURCE DOCUMENT AND CERTIFICATION</b>												
TRAVEL VOUCHER						DISPATCH						
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT						
OTHER (Specify)												
DOCUMENT IDENTIFICATION No.						DOCUMENT DATE/PERIOD						
2420032						24, June 70						
REMARKS												
PREPARED BY			REPORT SUBMITTED TO			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED						
SEE			DATE			SIGNATURE						
1. B. L. DIVISION STAFF			8 10			<i>[Signature]</i>						
1. B. L. DIVISION												
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER												

FORM 1451a (Rev. 1-67)

SECRET

(10-10)

**SECRET**  
(When Filled In)

### REPORT OF SERVICE ABROAD

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
025658	Piccolo	Joseph	S.

#### INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 38, REVISED.

#### PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37 38 39	Managua, Nicaragua	40-42
			01	14	69		1		525

#### TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37 38 39		40-42

#### OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

#### SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. EN 15783	DOCUMENT DATE/PERIOD 6 January 1969
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REMARKS
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PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DEC	DATE 1/13/69	SIGNATURE F. J. [Signature]
C & L DIVISION, CTR.		
C & L DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER



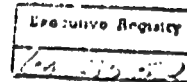


TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968



100-8-3206

The Honorable  
Richard M. Holms  
Director  
Central Intelligence Agency  
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

SECRET

# **ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE** FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT  
AGENCY INSTRUCTIONS  
ON BACK OF ORIGINAL**

## **TO COMPLETE THIS FORM—**

1

### **FOLLOW THESE GENERAL INSTRUCTIONS:**

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2

### **FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):**

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
Piccolo	Joseph	S.	Dec 8, 35	265 44 1914
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

3

### **MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):**

Mark here  
if you  
**WANT BOTH**  
optional and  
regular  
insurance



#### **ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here  
if you  
**DO NOT WANT**  
OPTIONAL but  
do want  
regular  
insurance



#### **DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here  
if you  
**WANT NEITHER**  
regular nor  
optional  
insurance



#### **WAIVER OF LIFE INSURANCE COVERAGE**

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4

### **SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

*Joseph S. Piccolo*

DATE

15 Mar 68

### **FOR EMPLOYING OFFICE USE ONLY**

(official receiving date stamp)

OFFICIAL PERSONNEL  
STAMP

MAR 20 1 19 PM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM NO. 170-1  
APR 1967 EDITION  
(Use only until April 10, 1968)  
(70-10)

## INSTRUCTIONS TO EMPLOYING AGENCY

1. **Who must file.**—All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176-T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
2. **Automatic cancellation of previously filed waivers.**—All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
3. **Employees failing to file.**—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box B, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
4. **Review of completed forms.**—(a) Review both copies of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major discrepancy such as a mark in more than one box.  
(b) If the employee marked box A or box C, make sure the Statistical Stub is complete. Then detach and mail stubs, in a bundle, weekly to:  
Office of Federal Employees' Group Life Insurance  
(Statistical Study)  
4 East 24th Street  
New York, New York 10010  
(c) If the employee marked box B, detach and destroy the stub.
5. **Date of receipt and effective date.**—(a) Stamp date of receipt by employing office in the space provided for this purpose on both the Original and the Duplicate.  
(b) The effective date is determined from the table below.
6. **Disposition of forms.**—(a) File the Original SF 176-T in the official personnel folder in all cases.  
(b) Any necessary payroll change, with effective date, may be posted in the space reserved on the Duplicate for employing office.  
(c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
7. **Use of SF 176-T.**—SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

**TABLE OF EFFECTIVE DATES**

DATE SF 176-T RECEIVED BY EMPLOYING OFFICE	EMPLOYEE'S DECISION	EFFECTIVE DATE (IF NO WAIVER SF 53, IN EFFECT)	
		OF DECISION	OF DEDUCTIONS
On or before February 14, 1968.	Elects optional (in addition to regular) (box A).	Coverage effective February 14, 1968	Deductions begin 1st day of 1st pay period beginning on or after February 14, 1968
	Declines optional (but not regular) (box B).	Declination effective February 14, 1968.	
	Waives regular (so ineligible for optional) (box C).	Waiver effective last day of pay period in which February 14, 1968 falls.	Deductions stop last day of pay period in which February 14, 1968 falls.
After February 14 but not later than April 14, 1968.	Elects optional (in addition to regular) (box A).	Coverage effective on date of receipt	Deductions begin 1st day of 1st pay period beginning on or after date of receipt
	Declines optional (but not regular) (box B).	Declination effective on date of receipt, but employee loses automatic optional protection on February 14, 1968	
	Cancels previously elected optional (but not regular) (box B)	Cancellation effective last day of pay period in which received	Deductions for optional stop last day of pay period in which received
	Waives regular (so ineligible for optional) (box C)	Waiver effective last day of pay period in which received	Deductions stop last day of pay period in which received

- NOTES**
- 1 Because regular insurance coverage and deductions are automatic unless waived (by checking box C), A and B employees do not effect regular insurance effective dates.
  - 2 An employee for whom the agency files SF 176-T because he failed to file is deemed to have declined optional, but not regular, insurance.
  - 3 An employee with an unexpired waiver (SF 53) on file cannot be insured any earlier than the first day he is on duty and pay starts in a pay period beginning on or after February 14, 1968, filing of an SF 176-T before that date will not cancel an SF 53 any earlier. Deductions begin the day he becomes insured.
  - 4 The effective date of regular (and optional) insurance coverage for an employee who has been on leave without pay for more than 1 year is the first pay day he is on pay and duty status. Deductions are effective the same day.

**SECRET**  
(When Filled In)

## REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.			LAST			FIRST			NAME			MIDDLE		
1-6			(Print)			7-24								
025658			PICCOLI			Joseph						S.		
INSTRUCTIONS														
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 96, REVISED.														
PCS DATES OF SERVICE														
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY			
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION			CODE	27 28 29 30 31		CODE 40-42		
25-26	27-28	29-30	31-32	33-34	35-36				37					38 39
			01	20	68				1			MEXICO 450		
TDY DATES OF SERVICE														
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)			
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION			CODE	27 28 29 30 31		CODE 40-42		
25-26	27-28	29-30	31-32	33-34	35-36				37					38 39
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA														
SOURCE DOCUMENT AND CERTIFICATION														
TRAVEL VOUCHER						DISPATCH								
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT								
OTHER (Specify)														
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE/PERIOD								
35014						01/22/68								
REMARKS														
PREPARED BY						DATE								
1-29-68						1-29-68								
REPORT SUBMITTED ON						ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED								
1-29-68						SIGNATURE								
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER														

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY		
NAME OF EMPLOYEE (use pseudo only if SA)	DATE (from item 5.1)	NAME OF SUPERVISOR (true)	DATE (from item 5.2)	
Joseph Piccolo	16 March 1967	Francis Sherry	16 March 1967	
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:		
	HMGT 7713	11 MAY 1967		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
8 Dec 35	D	PERUMEN Section/ Operations Officer GS-11	Mexico City	LNGOLD
6. DATE OF PCS ARRIVAL IN FIELD	6a. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6b. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
29 Sept. 65	31 Jan 68	8 Feb 68	15 April 1968	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
One, age 24				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING REAT ASSIGNMENT:				
Due to continued health problems, (a high splenic flecture of the colon) a post at an altitude lower than Mexico City would be desirable. Although this illness has not impaired my ability to perform my work, it has put a strain on me and it is disconcerting not to feel completely up to par for extended periods of time.				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P. 240-8)				
Operations officer in the PERUMEN section responsible for a refugee debriefing center, unilateral FI assets directed against PERUMEN, double-agents and other CI assets directed against PERUMEN, a photographic support operation, and a small CA leaflet harrassment operation.				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
1. Audio Surveillance Management 2. CA Propaganda Activities 3. Counterintelligence Operations				

## SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT. <u>Operations Officer Western Hemisphere Division</u>	
11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.	
<p>To date, I have worked in operational activities of primarily CI and FI orientation with a greater emphasis on the former. In order to round out my early career stage as an operations officer, an assignment with more CA orientation would be beneficial.</p> <p>If available, my grade notwithstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.</p>	
11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.	
<input checked="" type="checkbox"/>	EXTEND TOUR <u>Three</u> MONTHS AT CURRENT STATION TO <u>31 January 1968</u> . (DATE)
<input checked="" type="checkbox"/>	BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAGE OR OFFICE. 1ST CHOICE <u>WHH</u> 2ND CHOICE <u>WED</u> 3RD CHOICE <u>TRAINING</u>
<input checked="" type="checkbox"/>	BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 1ST CHOICE <u>Managua</u> 2ND CHOICE <u>Madrid</u> 3RD CHOICE <u>Rio de Janeiro</u>
<input checked="" type="checkbox"/>	RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION	
12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.	
<p>It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer be allowed one of the choices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is with regret that Chief of Station, Mexico City concurs with his request for re-assignment.</p>	
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE	
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.	
<p>WH Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under non-official cover replacing James D. ZABOTH.</p>	
DATE <u>10 May 67</u> TITLE <u>C/WH/Pers</u> SIGNATURE <u>Robert D. Cashman</u>	
FOR USE BY CAREER SERVICE	
14. APPROVED ASSIGNMENT: <u>7th Tour = Managua. Extension 6 Dec 67 approx 1.</u>	
15. EMPLOYEE NOTIFIED BY DISPATCH NO. <u>77777</u> DATED: <u>11 May 67</u>	
CABLE NO. _____ DATED: _____	
CAREER SERVICE REPRESENTATIVE: <u>Robert M. Zabolte</u> DATE: <u>11 May 67</u>	

SECRET

Standard Form No. 2809 U.S. Civil Service Commission FPM Supplement 850-1 November 1963		<b>HEALTH BENEFITS REGISTRATION FORM</b> FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM <small>(And instructions on back of this page. See also Form SF 2809-1.)</small>		New Carrier's Control No. <b>9535981</b> Old Carrier's Control No. 0-1-1																																									
TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER UNLESS ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.																																													
<b>PART A</b>  ALL WHO REGISTER MUST FILL IN THIS PART.	1. NAME (LAST) (FIRST) (MIDDLE INITIAL) Piccolo Joseph S		2. DATE OF BIRTH (Use numbers) <table border="1" style="width: 100%; text-align: center;"> <tr> <td>MONTH</td> <td>DAY</td> <td>YEAR</td> </tr> <tr> <td>12</td> <td>8</td> <td>35</td> </tr> </table>		MONTH	DAY	YEAR	12	8	35																																			
	MONTH	DAY	YEAR																																										
12	8	35																																											
4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE) (Blank)		3. ARE YOU NOW MARRIED? YES <input checked="" type="checkbox"/> 1 NO <input type="checkbox"/> 2 5. SEX MALE <input checked="" type="checkbox"/> 1 FEMALE <input type="checkbox"/> 2																																											
<b>IMPORTANT</b> IT IS ILLEGAL FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED UNDER MORE THAN ONE ENROLLMENT. IF YOU ARE ALREADY COVERED THROUGH THE FAMILY ENROLLMENT OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR ANOTHER YOU MUST REQUEST NOT TO ENROLL OR THE OTHER ENROLLMENT MUST BE CANCELED OR CHANGED TO SELF ONLY. SIMILARLY, IF A FAMILY MEMBER COVERED BY YOU ON PART B IS COVERED THROUGH HIS (OR HER) OWN ENROLLMENT, YOU CANNOT ELECT A FAMILY ENROLLMENT UNLESS THE FAMILY MEMBER CANCELS HIS (OR HER) ENROLLMENT.																																													
<b>PART B</b>  FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.  If enrollment is for self only, answer item 1. If enrollment is for self and family, also answer item 2.  IF YOU ARE CHANGING YOUR ENROLLMENT ALSO FILL IN PART D.	1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of this form of the plan you select.) <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">NAME OF PLAN Piccolo</td> <td style="width: 20%;">OPTION (HIGH OR LOW) Low</td> <td style="width: 30%;">ENROLLMENT CODE NUMBER 4 2 2</td> </tr> </table>				NAME OF PLAN Piccolo	OPTION (HIGH OR LOW) Low	ENROLLMENT CODE NUMBER 4 2 2																																						
	NAME OF PLAN Piccolo	OPTION (HIGH OR LOW) Low	ENROLLMENT CODE NUMBER 4 2 2																																										
2. In space below list all eligible family members without exception: List your wife or husband first, then your unmarried children under age 21, including (a) legally adopted children and (b) stepchildren, foster children, and step-grandchildren who live with you in a regular parent-child relationship. Include also any unmarried child over 21 who became disabled before age 21 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 21 or over if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED. <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th colspan="2">NAMES OF FAMILY MEMBERS</th> <th>DATE OF BIRTH (Month, Day, Year)</th> <th colspan="2">NAMES OF FAMILY MEMBERS</th> <th>DATE OF BIRTH (Month, Day, Year)</th> </tr> </thead> <tbody> <tr> <td colspan="2">Wife of Husband Norma E</td> <td>Oct 29, 43</td> <td colspan="2"></td> <td></td> </tr> <tr> <td colspan="2"></td> <td></td> <td colspan="2"></td> <td></td> </tr> <tr> <td colspan="2"></td> <td></td> <td colspan="2"></td> <td></td> </tr> <tr> <td colspan="2"></td> <td></td> <td colspan="2"></td> <td></td> </tr> <tr> <td colspan="2"></td> <td></td> <td colspan="2"></td> <td></td> </tr> <tr> <td colspan="2"></td> <td></td> <td colspan="2"></td> <td></td> </tr> </tbody> </table>				NAMES OF FAMILY MEMBERS		DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS		DATE OF BIRTH (Month, Day, Year)	Wife of Husband Norma E		Oct 29, 43																																	
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Wife of Husband Norma E		Oct 29, 43																																											
<b>PART C</b>  FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.	PLACE AN "X" IN ITEM 1 OR 2, WHICHEVER APPLIES: 1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS ACT. <input type="checkbox"/>																																												
	2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW. <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Present Enrollment Code Number</td> <td style="width: 50%;">1</td> </tr> </table>				Present Enrollment Code Number	1																																							
Present Enrollment Code Number	1																																												
<b>PART D</b>  FILL IN THIS PART, AS WELL AS PART B, TO CHANGE YOUR ENROLLMENT.	ANSWER ITEMS 1, 2, AND 3 TO SHOW ENROLLMENT CODE BEING CHANGED AND ELIGIBILITY FOR CHANGE. 1. ENROLLMENT CODE NUMBER OF PRESENT PLAN: 4 2 1																																												
	2. NUMBER OF EVENT WHICH PERMITS CHANGE (See table on back of duplicate for proper number): 2		3. DATE OF EVENT WHICH PERMITS CHANGE: <table border="1" style="width: 100%; text-align: center;"> <tr> <td>MONTH</td> <td>DAY</td> <td>YEAR</td> </tr> <tr> <td>2</td> <td>14</td> <td>67</td> </tr> </table>		MONTH	DAY	YEAR	2	14	67																																			
MONTH	DAY	YEAR																																											
2	14	67																																											
<b>PART E</b>  ALL WHO REGISTER MUST FILL IN THIS PART.	(YOUR SIGNATURE - DO NOT PRINT) (DATE) (Blank)		WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)																																										
<b>PART F</b>  TO BE COMPLETED BY AGENCY.	1. NAME AND ADDRESS OF EMPLOYING OFFICE (Blank)		2. DATE RECEIVED BY EMPLOYING OFFICE 1-17-67																																										
	3. EFFECTIVE DATE OF ELECTION 1-15-67		4. PAYROLL OFFICE NO. 5. SF 2813 REPORT NO.																																										
6. SIGNATURE OF AUTHORIZED AGENCY OFFICIAL (Blank)																																													
REMARKS FOR USE ONLY BY AGENCY (Blank)																																													

**SECRET**

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Supplement to Staff Employee Personnel

Action for Integration of Mr. Joseph Piccolo

Effective August 27, 1965

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are integrated and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of GS-10 & \$8,700 per annum, you will accept cover employment with another instrumentality of the Government (hereinafter referred to as "your cover facility") effective as of August 27, 1965. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected at PSR-7 and salary of \$7,245 per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.

2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of Two Years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

**SECRET**



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## SECRET

3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.

4. Salary and (except as provided in paragraph three (3) above) allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently \_\_\_\_\_. Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.

5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.

a. Upon integration into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.

b. If you receive taxable income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.

c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.

d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

## SECRET

# SECRET

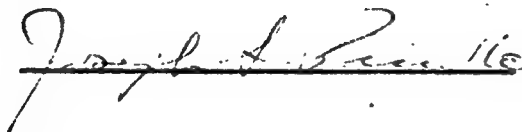
e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your integration your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.

6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY   
Personnel Office

ACCEPTED:



CONFIDENTIAL  
(When Filled In)

IMPORTANT

Central Processing Branch has been charged with responsibility (OPM 20-5-1 dated 12 October 1961) for ensuring that all employees processing PCS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 30 July 1962

Joseph D. Piccolo  
Signature  
JOSEPH PICCOLO

27 Aug 65  
Date

**SECRET**  
(When Filled In)

### VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 B 2nd Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6 025658	(Print) PICCOLO, JOSEPH S.	7-24		25-26 57

#### INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

#### PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL				DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	20-29	30-31	32-33	34-35	36-37	38-39	MEXICO CITY	40-42
3 - CORRECTION									
5 - CANCELLATION	1	09	29	65					450

#### TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN			AREAS	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	20-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

#### SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input checked="" type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.

HDMT-5916

DOCUMENT DATE/PERIOD

7 OCTOBER 1965

REMARKS

PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT LISTED
DATE	10/19/65	SIGNATURE

FORM 1451a USE PREVIOUS EDITIONS

**SECRET**

EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND DECLASSIFICATION

14-101

404

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(When Filled In)

TJR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER  
Piccolo Joseph S. 205-44-1914

1. RESIDENCE DATA  
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY: Washington D.C.  
LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) Washington D.C.  
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Ft. Lauderdale, Fla.  
HOME LEAVE RESIDENCE: Ft. Lauderdale, Fla.

2. MARITAL STATUS (Check one)  
☒ SINGLE ☐ MARRIED ☐ SEPARATED ☐ DIVORCED ☐ WIDOWED ☐ ANNULLED  
IF MARRIED, PLACE OF MARRIAGE: \_\_\_\_\_ DATE OF MARRIAGE: \_\_\_\_\_  
IF DIVORCED, PLACE OF DIVORCE DECREE: \_\_\_\_\_ DATE OF DECREE: \_\_\_\_\_  
IF WIDOWED, PLACE SPOUSE DIED: \_\_\_\_\_ DATE SPOUSE DIED: \_\_\_\_\_  
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S): \_\_\_\_\_

3. MEMBERS OF FAMILY  
NAME OF SPOUSE: N/A ADDRESS (No., Street, City, Zone, State): \_\_\_\_\_ TELEPHONE NO.: \_\_\_\_\_  
NAMES OF CHILDREN: N/A ADDRESS: \_\_\_\_\_ SEX: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_  
NAME OF YOUR FATHER (Or male guardian): Joseph Piccolo ADDRESS: Ft. Lauderdale, Fla. TELEPHONE NO.: 8604-5834  
NAME OF YOUR MOTHER (Or female guardian): Irene A. Piccolo ADDRESS: Ft. Lauderdale, Fla. TELEPHONE NO.: 604-5834  
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY: Parents

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  
NAME (Mr., Mrs., Miss) (Last-First-Middle): Piccolo, Irene A.  
RELATIONSHIP: Mother  
HOME ADDRESS (No., Street, City, Zone, State): 1636 N.E. 20th St. Ft. Lauderdale, Fla.  
HOME TELEPHONE NUMBER: 604-5834  
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE: N/A  
BUSINESS TELEPHONE & EXTENSION: N/A

IS THE INDIVIDUAL NAMED ABOVE BEARING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of person whom he believes you must tell.) YES ☒ NO ☐  
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) YES ☒ NO ☐  
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY CONTACT? (If answer is "No" explain why in item 5.) YES ☒ NO ☐

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 4 ON THE REVERSE SIDE OF THIS FORM.

STANDARD FORM NO. 1047-101

## CURRENT RESIDENCE AND DEPENDENCY REPORT



# NOTICE OF CHANGE IN HEALTH BENEFITS ENROLLMENT

FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959

## A. IDENTIFYING DATA

1. NAME (LAST)	(FIRST)	(MIDDLE INITIAL)	2. DATE OF BIRTH	3. CARRIER CONTROL NO.
Piccolo, Joseph			12/8/35	009069
4. ADDRESS (NUMBER AND STREET)			5. PAYROLL OFFICE NO.	6. ENROLLMENT CODE NO.
			11239901	421
(CITY AND ZONE NUMBER)	(STATE)	7. DATE ACTION BECAME EFFECTIVE		
		8/5/62		

## B. TERMINATION

☐ ENROLLMENT TERMINATES EFFECTIVE ON THE DATE SHOWN IN ITEM 7 ABOVE, WITH ELIGIBILITY TO CONVERT TO A NONGROUP CONTRACT

## C. CHANGE IN PLAN

☐ ENROLLMENT SHOWN BY ITEM 6, ABOVE, HAS BEEN TERMINATED BECAUSE OF ELECTION OF ANOTHER PLAN.

## D. TRANSFER OUT

## E. TRANSFER IN

NAME AND ADDRESS OF NEW PAYROLL OFFICE (OR RETIREMENT SYSTEM) TO WHICH TRANSFERRING:	ENROLLMENT ACCEPTED BY THIS AGENCY
<input type="checkbox"/>	<input type="checkbox"/>

## F. SUSPENSION

## G. REINSTATEMENT

ENROLLMENT HAS BEEN SUSPENDED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE WHILE ENROLLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASON STATED IN REMARKS	ENROLLMENT HAS BEEN REINSTATED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE.
<input type="checkbox"/>	<input checked="" type="checkbox"/>

## H. CHANGE IN NAME OF ENROLLEE

ENROLLMENT HAS BEEN CHANGED TO:

NAME ADDRESS IF DIFFERENT FROM ITEM 4 ABOVE DATE OF BIRTH

## I. CHANGE IN ENROLLMENT—SURVIVOR ANNUITANT

ENROLLMENT HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY

NEW ENROLLMENT CODE NUMBER

## J. REMARKS

Remarks: 10/1/61

## K. DATE OF NOTICE

8/7/62

HEALTH BENEFITS OFFICER  
(ATTENTION: CHIEF OF BUREAU)

Central Intelligence Agency  
Washington 25, D.C.

QUADRUPLICATE - to Insurance Office

819 AUG 1962



## SECRET

(When Filled In)

MILITARY STATUS QUESTIONNAIRE (READ INSTRUCTIONS ON REVERSE SIDE)				DO NOT WRITE IN SPACES BELOW			
1. THIS DATE (Month-day-year) August 27, 1962				1-6. SERIAL NUMBER 025658			
2. NAME (Last-first-middle) Riccardi, Joseph Stephen				7-24. NAME			
3. DATE OF BIRTH (Month-year) Dec 1935		4. SEX <input checked="" type="checkbox"/> (1) MALE <input type="checkbox"/> (2) FEMALE		29-29. DOB 12-35		29. SEX 1	
5. OFFICE TO WHICH ASSIGNED		6. SCHEDULE AND GRADE GS-7		30-31. OFFICE CODE 61		32-34. SCHD 35-38 GR. GS 07	
7. SUBJECT TO CURRENT DRAFT YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>		8. INDICATE DRAFT CLASSIFICATION, IF ANY (1-D)		37. DRAFT STATUS ✓		38-39. CLASS. 1-D	
VETERANS COMPLETE THE FOLLOWING							
9. BRANCH OF SERVICE ON SEPARATION (Check one)				10. MIL GRADE ON SEPARATION			
<input type="checkbox"/> (1) ARMY <input type="checkbox"/> (2) MARINE <input type="checkbox"/> (3) COAST GUARD <input type="checkbox"/> (4) NAVY <input checked="" type="checkbox"/> (5) AIR FORCE				10A. YRS/MOS OF ACTIVE SERVICE 1 YR 1 MO 41-42. MIL. GRADE E-5			
11. STATUS AT TIME OF SEPARATION (Check one)				43. STATUS AT SEPARATION			
<input type="checkbox"/> (1) REGULAR <input checked="" type="checkbox"/> (2) RESERVE <input type="checkbox"/> (3) DRAFTEE <input type="checkbox"/> (4) OTHER (Specify in comments)				2			
12. TYPE OF SEPARATION (Check one)				44. TYPE OF SEPARATION (A-less than 8 yrs; B-8 yrs or more)			
PLEASE NOTE ALTHOUGH YOU MAY HAVE A SERVICE CONNECTED DISABILITY, DO NOT CHECK THE BOX "RETIRED-SERVICE CONNECTED DISABILITY" UNLESS YOU WERE ACTUALLY RETIRED FOR THIS REASON. IF OTHERWISE, CHECK "HONORABLE DISCHARGE" OR "RELEASED TO INACTIVE DUTY" AS APPROPRIATE, EVEN THOUGH YOU MAY BE DRAWING A DISABILITY ALLOWANCE OR COMPENSATION.				1A 3A 5A 7A 1B 3B 5B 7B 2A 4A 6A 8A 2B 4B 6B 8B			
<input type="checkbox"/> (1) RELEASED TO INACTIVE DUTY <input type="checkbox"/> (5) RETIRED-AGE <input type="checkbox"/> (2) HONORABLE DISCHARGE <input type="checkbox"/> (6) RETIRED-SERVICE CONNECTED DISABILITY <input type="checkbox"/> (3) RETIRED-20 (or more) YRS. SERVICE <input type="checkbox"/> (7) RETIRED-COMBAT DISABILITY <input type="checkbox"/> (4) RETIRED-LESS THAN 20 YRS. SERVICE <input checked="" type="checkbox"/> (8) OTHER-SPECIFY UNDER COMMENTS							
MEMBERS OF RESERVE FORCES COMPLETE THE FOLLOWING							
13. RESERVE BRANCH OR SERVICE D.C. AIR NAT'L Guard		14. ORIGINAL ENTRY DATE IN ARMED SERVICES 13 Feb 54		45. BRANCH SERVICE 8		46-49. ENTRY DATE 12 5 1	
15. SERVICE SERIAL NO. AF 729 28914		16. MOS, AFSC, DESIGNATOR, OR RATING 70250		50-59. SERV. SER. NO. AF 729 28914		60-64. MOS, AFSC, E5 70250	
17. MIL. GRADE SSGT		18. RESERVE CATEGORY (Check one)		55-59. MIL. GRADE 1 5		67. CATEGORY 1	
		<input checked="" type="checkbox"/> (1) READY <input type="checkbox"/> (2) STANDBY <input type="checkbox"/> (3) RETIRED		60-71. EXPIRATION DATE 0063		72. MOBILIZATION ASSIGNMENT 2	
19. EXPIRATION DATE OF APPOINTMENT OR ENLISTMENT (Month and year) Aug 1963				73. ASSIGNMENT UNIT 2			
20. MIL. MOBILIZATION ASSIGNMENT 121ST TAC FTR SQ Andrews AFB				74. MOBILIZATION CATEGORY 2			
21. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED 121ST TAC FTR SQ Andrews AFB							
22. COMMENTS Item 12. Honorable Separation From Active Duty USAT To Active Reserve Dealing. 24 Aug 62.							

## APPOINTMENT AFFIDAVITS

**IMPORTANT.**—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

LANGLEY, VIRGINIA

(Bureau or division)

(Place of employment)

I, JOSEPH L. PICCOLO, do solemnly swear (or affirm) that—

### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

25 AUGUST 1962  
(Date of entrance on duty)

Joseph L. Piccolo  
(Signature of appointee)

Subscribed and sworn before me this 27th day of August A. D. 1962

at Langley Virginia  
(City) (State)

[SEAL]

David W. Huber  
(Signature of official)  
Personnel Clerk  
(Title)

NOTE — The oath of office must be administered by a person specified in 5 U. S. C. 18, or by a person designated to administer oaths under Section 206, Act of June 26, 1943, 5 U. S. C. 106. If he is a Notary Public, the date of expiration of his commission should be shown.

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

1. PRESENT ADDRESS (street and number, city and State)

1100 6<sup>th</sup> Street S.W. Washington 24, D.C.

2. (A) DATE OF BIRTH

8 Dec 35

(B) PLACE OF BIRTH (city and State or city and foreign country)

Yonkers, New York

3. (A) IN CASE OF EMERGENCY, PLEASE NOTIFY

(B) RELATIONSHIP

(C) STREET AND NUMBER, CITY AND STATE

(D) TELEPHONE NO.

MRS. Joseph Piccolo Mother FT. LAUDERDALE, FLA. 104-5834

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO

If so, for each such relative fill in the blank below. If additional space is necessary, complete under Item 13.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) PERMANENT (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MAR. RFD	SIN. GLE
		1. ....			
		2. ....			
		3. ....			
		4. ....			
		5. ....			
		6. ....			
		7. ....			
		8. ....			
		9. ....			
		10. ....			

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN

YES NO

5. (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA OR (B) AS A NATIVE OF AMERICAN SAMOA DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?

☒ YES ☐ NO

6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?

☐ YES ☒ NO

If your answer is "Yes," give details in Item 13.

7. DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?

☐ YES ☒ NO

If your answer is "Yes," give details in Item 13.

8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED, OR HELD BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AUTHORITIES FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF \$25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE UNLAWFUL EVEN IF THEY WERE DISMISSED.

☐ YES ☒ NO

If your answer is "Yes," give in Item 13 for each case: (1) approximate date, (2) charge, (3) place, (4) action taken.

9. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS?

☐ YES ☒ NO

If your answer is "Yes," give dates of and reasons for each barment in Item 13.

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN

YES NO

10. (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES' GROUP LIFE INSURANCE ACT?

☐ YES ☒ NO

(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?

☐ YES ☒ NO

11. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT:

A. HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE:

(1) YOUR CONDUCT WAS NOT SATISFACTORY?

☒ YES ☐ NO

(2) YOUR WORK WAS NOT SATISFACTORY?

☒ YES ☐ NO

B. HAVE YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT:

(1) YOUR CONDUCT WAS NOT SATISFACTORY?

☒ YES ☐ NO

(2) YOUR WORK WAS NOT SATISFACTORY?

☒ YES ☐ NO

C. HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS?

☐ YES ☒ NO

If your answer to A, B, or C is "Yes," give details in Item 13 as clearly as you can remember, including the name and address of employer, approximate date, and reasons in each case.

12. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply.)

ITEM NO.		ITEM NO.	
1		1	
2		2	
3		3	
4		4	
5		5	
6		6	
7		7	
8		8	
9		9	
10		10	
11		11	
12		12	
13		13	
14		14	
15		15	
16		16	
17		17	
18		18	
19		19	
20		20	

**INSTRUCTIONS TO APPOINTING OFFICER.**—You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenship, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his signature and handwriting against the application and/or other pertinent papers and (2) his physical appearance against the medical certificate.

# STATEMENT OF PRIOR FEDERAL CIVILIAN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

**IMPORTANT:** The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I—EMPLOYEE'S STATEMENT										PART II—THIS COLUMN IS FOR PERSONNEL OFFICE USE		
1. NAME (Last, first, middle initial)					2. DATE OF BIRTH					9. RETENTION GROUP		
Piccolo, Joseph S.					8 Dec 35					10. A. CSC STATUS <input type="checkbox"/> YES <input type="checkbox"/> NO B. TYPE OF PRESENT APPOINTMENT		
3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)										11. SERVICE		
NAME AND LOCATION OF AGENCY		FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN		YEAR MONTH DAY		
F.B.I. WASH. DC.		53	AUG	8	55	SEPT	?					
C.I.A. WASH DC.		57	FEB	13	62	OCT	4					
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE"												
BRANCH		FROM—			TO—			DISCHARGE (Hon. or dishon?)				
		YEAR	MONTH	DAY	YEAR	MONTH	DAY					
U.S. AIR FORCE		62	OCT	1	62	AUG	24	Hon.				
5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.										12. TOTAL SERVICE		
TYPE IF KNOWN (LWOP, Furl, Susp, AWOL, Mor Mar)		FROM—			TO—			TOTAL		13. NONCREDITABLE SERVICE (Leave purposes only)		
		YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS MONTHS DAYS	14. NONCREDITABLE SERVICE (RIF purposes only)			
									15. REEMPLOYMENT RIGHTS <input type="checkbox"/> YES <input type="checkbox"/> NO			
6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If answer is "Yes," in what agency were you employed at the time status was acquired?) C.I.A.										16. RETENTION RIGHTS <input type="checkbox"/> YES <input type="checkbox"/> NO		
7. ARE YOU: A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO C. THE UNMARRIED WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										17. EXPIRATION DATE OF PENSION RIGHTS		
8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS I swear (or affirm) that the above statements are true to the best of my knowledge and belief. 27 AUGUST 1962 (DATE) Subscribed and sworn to before me on this 27 day of Aug 1962 at Danville Virginia SEAL David W. Huber (Signature) NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown. INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.												

CONFIDENTIAL  
(when filled in)

ACKNOWLEDGEMENT

I hereby acknowledge that I have read and understand the contents  
of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Joseph D. Piccolo  
Signature

27 August 1962  
Date

CONFIDENTIAL

**SECRET**  
(When Filled In)

### VERIFIED RECORD OF OVERSEAS SERVICE

**TO:**

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE / COMMENT
	LAST	FIRST	MIDDLE	
1-8	(Print)	1-28		29-78
25658	PICCOLO	Joseph S		46

#### INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

#### PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	UNIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	Mexico	40-42
3 - CORRECTION									
5 - CANCELLATION	1				01	18	60		450

#### TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	UNIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

#### SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT

OTHER (Specify) PTN PERSONAL INFO

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	25 JAN 60

REMARKS

PREPARED BY: [Signature]

REVIEWED BY: [Signature]

DATE: 25 JAN 60

**SECRET**

[illegible]

## A 5' 10" 6 1/2" 10 1/2" 10 1/2"

*[Faint handwritten notes and stamps are visible at the bottom of the page.]*

## 9. REFERENCES

1. The above information was obtained from a confidential source who has provided reliable information in the past. The source has provided this information for your information only and is not to be used for any other purpose.

### C. CHANCE IN PLAY

1. ☐ YES - I AGREE TO BE RELEASED FROM ALL LIABILITY, INCLUDING THE OBLIGATION TO DEFEND, INDEMNIFY AND HOLD HARMLESS THE UNITED STATES OF AMERICA, ITS AGENCIES, OFFICIALS, EMPLOYEES, CONTRACTORS, AND SUBCONTRACTORS, FROM AND AGAINST ALL SUCH CLAIMS, DAMAGES, LOSSES, AND EXPENSES, INCLUDING REASONABLE ATTORNEY'S FEES, THAT MAY BE ASSERTED AGAINST OR INCURRED BY THE UNITED STATES OF AMERICA, ITS AGENCIES, OFFICIALS, EMPLOYEES, CONTRACTORS, AND SUBCONTRACTORS, IN CONNECTION WITH MY PARTICIPATION IN THIS PROGRAM. I HAVE READ AND UNDERSTAND THE FOREGOING AND I AGREE TO BE RELEASED FROM ALL SUCH LIABILITY, INCLUDING THE OBLIGATION TO DEFEND, INDEMNIFY AND HOLD HARMLESS THE UNITED STATES OF AMERICA, ITS AGENCIES, OFFICIALS, EMPLOYEES, CONTRACTORS, AND SUBCONTRACTORS, FROM AND AGAINST ALL SUCH CLAIMS, DAMAGES, LOSSES, AND EXPENSES, INCLUDING REASONABLE ATTORNEY'S FEES, THAT MAY BE ASSERTED AGAINST OR INCURRED BY THE UNITED STATES OF AMERICA, ITS AGENCIES, OFFICIALS, EMPLOYEES, CONTRACTORS, AND SUBCONTRACTORS, IN CONNECTION WITH MY PARTICIPATION IN THIS PROGRAM.

## 2. TRANSFER

YOUR SPECIALTY IN HEALTH BENEFITS PLAN WILL BE TRANSFERRED TO  
 THE NEW SPECIALTY BENEFIT PLAN  
 THE HEALTH BENEFITS PLAN FOR THE NEW PLAN YEAR 1991-1992  
 YOUR SPECIALTY IN HEALTH BENEFITS PLAN WILL BE TRANSFERRED TO

### E. SUSPENSION OR REINSTATEMENT

YOUR CURRENT IN A HEALTH FINANCIAL PLAN HAS BEEN RECALCULATED, EFFECTIVE ON DATE SUBJECT OF ITEM 7, ABOVE

#### F. CHANGE IN NAME OF ENROLLEES

DO ENCLOSURE SHOWN IN PART A, ABOVE, HAS BEEN CLASSIFIED

DATE OF DECLASSIFICATION

REASON FOR DECLASSIFICATION

### G. CHANGE IN ENROLLMENT — SURVIVOR ANNUITY

YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN HAS BEEN CHANGED FROM  
FAMILY COVERAGE TO SELF ONLY.

NEW ENROLLMENT  
CODE NUMBER

## H. REMARKS

T-5638

1. DATE OF NOTICE

HEALTH EDUCATION CENTER (ALTERS) PHONE 704-660-1111 ADDRESS DATE

Standard Form No. 2809 CHAPTER 1-5 1 P.M. G. (A-5) 5959		HEALTH BENEFITS REGISTRATION FOR FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959 (Read Instructions on back of last page. Use only typewritten or ballpoint pen.)		OFFICE OF PERSONNEL 10741 0800459																								
<b>PART A</b>  ALL WHO REGISTER MUST FILL IN THIS PART.	1. NAME (LAST) <b>PICCOLO</b> (FIRST) <b>Joseph</b> (MIDDLE INITIAL) <b>S.</b>	2. DATE OF BIRTH (Please indicate month, day, and year) <div style="display: flex; justify-content: space-around;"> <span>MONTH <b>12</b></span> <span>DAY <b>8</b></span> <span>YEAR <b>35</b></span> </div>		3. Are you now married?  YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>																								
	4. YOUR MARITAL ADDRESS (STREET AND STREET NUMBER) (CITY AND STATE) (ZIP CODE) <b>3828 Garfield Street N.W. Washington 7, D.C.</b>		5. SEX MALE <input checked="" type="checkbox"/> FEMALE <input type="checkbox"/>																									
	6. Are you covered by, or is any family member listed below covered by or entitled to, a plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>		7. Place an "X" in proper box to show your annual income range. <div style="display: flex; justify-content: space-around;"> <span>UNDER \$4,000 <input type="checkbox"/></span> <span>\$4,000 TO \$5,999 <input checked="" type="checkbox"/></span> <span>\$6,000 TO \$9,999 <input type="checkbox"/></span> <span>\$10,000 OR OVER <input type="checkbox"/></span> </div>																									
<b>PART B</b>  FILL IN THIS PART IF YOU WISH TO EN- ROLL IN A HEALTH BENEFITS PLAN.   If enrollment is for self only, answer item 1. If enrollment is for self and family, also answer item 2 and item 3 if it applies.   THIS PART MUST ALSO BE FILLED IN IF YOU CHANGE YOUR ENROLLMENT.	1. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy this information and insert below from inside cover of back of the plan you select.) <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">           NAME OF PLAN  <b>ASSOCIATION BENEFIT PLAN</b> </div> <div style="width: 20%;">           OPTION (HIGH OR LOW)  <b>HIGH</b> </div> <div style="width: 20%;">           INSTALLMENT PLAN NUMBER  <div style="display: flex; justify-content: space-around;"> <span><b>4</b></span> <span><b>2</b></span> <span><b>1</b></span> </div> </div> </div>																											
	2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried child then under age 19, including legally adopted children, and stepchildren and other family members who live with you as a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 19 or over.) <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;">NAMES OF FAMILY MEMBERS</th> <th style="width: 20%;">DATE OF BIRTH (Month, Day, Year)</th> <th style="width: 40%;">NAMES OF FAMILY MEMBERS</th> <th style="width: 20%;">DATE OF BIRTH (Month, Day, Year)</th> </tr> </thead> <tbody> <tr> <td>Wife or Husband</td> <td>[1]</td> <td></td> <td>[6]</td> </tr> <tr> <td></td> <td>[2]</td> <td></td> <td>[7]</td> </tr> <tr> <td></td> <td>[3]</td> <td></td> <td>[8]</td> </tr> <tr> <td></td> <td>[4]</td> <td></td> <td>[9]</td> </tr> <tr> <td></td> <td>[5]</td> <td></td> <td>[10]</td> </tr> </tbody> </table>				NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	Wife or Husband	[1]		[6]		[2]		[7]		[3]		[8]		[4]		[9]		[5]		[10]
	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)																								
	Wife or Husband	[1]		[6]																								
		[2]		[7]																								
	[3]		[8]																									
	[4]		[9]																									
	[5]		[10]																									
3. If you are a female (employee or annuitant)—does the family listed above include a husband who is incapable of self-support by reason of mental or physical disability which can be expected to continue for more than one year? (If answer is "Yes," attach a doctor's certificate.) YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>																												
PLACE AN "X" IN ITEM 1 OR ITEM 2, WHICHEVER APPLIES AND ANSWER ITEM 3																												
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">           1. I elect not to enroll in any plan under the Health Benefits Act. <input type="checkbox"/> </div> <div style="width: 50%;">           3. The reason for my election is (Place an "X" in proper box)            (a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent. <input type="checkbox"/> </div> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">           2. I elect to cancel my present enrollment under the Health Benefits Act. <input type="checkbox"/> </div> <div style="width: 50%;">           (b) I am covered by a health insurance plan which is not under the Health Benefits Act. <input type="checkbox"/> </div> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"></div> <div style="width: 50%;">           (c) Any other reason. <input type="checkbox"/> </div> </div>																												
<b>PART D</b>  FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.	I elect to change my enrollment as shown by the enrollment number and other information in Part B.																											
	<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">           1. Enrollment code number of present plan.  <div style="border: 1px solid black; width: 100px; height: 30px;"></div> </div> <div style="width: 30%;">           2. Number of event which permits change (See table on back of this plan for proper number)  <div style="border: 1px solid black; width: 100px; height: 30px;"></div> </div> <div style="width: 40%;">           3. Date of event which permits change  <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; width: 100px; height: 30px;"></div> <div style="border: 1px solid black; width: 100px; height: 30px;"></div> <div style="border: 1px solid black; width: 100px; height: 30px;"></div> </div> </div> </div>																											
<b>PART E</b>  ALL WHO REGISTER MUST FILL IN THIS PART.	WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 USC 1001.)																											
	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">           (YOUR SIGNATURE — DO NOT PRINT)  </div> <div style="width: 40%;"> <b>28 June 1960</b>            (DATE)         </div> </div>																											
<b>PART F</b>  TO BE COMPLETED BY AGENCY.	1. NAME AND ADDRESS OF EMPLOYING OFFICE <div style="border: 1px solid black; height: 40px;"></div>																											
	<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">           2. DATE RECEIVED BY EMPLOYING OFFICE  <b>6/8/60</b> </div> <div style="width: 30%;">           3. EFFECTIVE DATE OF ELECTION  <b>7/1/60</b> </div> <div style="width: 40%;">           4. PAYROLL OFFICE NO.  <div style="border: 1px solid black; width: 100px; height: 30px;"></div> </div> </div>																											
REMARKS FOR USE ONLY BY ANNUITANTS AND AGENTS <div style="height: 40px;"></div>																												



SECRET

## FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW			
NAME OF EMPLOYEE (true)	DATE (from item 1)	NAME OF SUPERVISOR (true)	DATE (from item 2)
PICCOLI, Joseph S.	18 Jun 59	SCOTT, Winston M.	18 Jun 59
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW.		DATE	
R. D. BRANDON, WH/Personnel		1 Jul 59	

## TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 8 December 1935	2. GRADE GS-5	3. CURRENT POSITION TITLE Mail and File Supervisor
4. SERVICE DESIGNATION (if known) RID	5. CURRENT STATION OR FIELD BASE Mexico City	7A. EXPECTED DATE OF DEPARTURE FROM FIELD 2 Jan 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None		7B. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS 30 Jan 1960

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form).

Sterilization and preparation of outgoing pouches, processing of incoming pouches, analysis of mail for filing, name checks and preparation of memoranda, records liaison, operation of Registry during absence of Chief, photo work during absence of KURIOT representative.

## 9. PREFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 5, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Return to WHD or RID in analysis or report work with the intention of entering the IO or JOT program upon completion of studies at Georgetown University (approximately 1-1/2 years).

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available).

These courses that would be preparatory for entrance into the operational field.

**SECRET**

<b>9. PREFERENCE FOR NEXT ASSIGNMENT (Continued)</b> c. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW: <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 30%;"> <input checked="" type="checkbox"/> <b>2</b> RETURN TO MY CURRENT STATION         </div> <div style="width: 30%;"> <input type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:            1ST. CHOICE <u>WHID</u> 2ND. CHOICE <u>RID</u> 3RD. CHOICE <u>WED</u> </div> <div style="width: 30%;"> <input checked="" type="checkbox"/> <b>3</b> IF ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION BASED ON QUALIFICATIONS:            1ST. CHOICE <u>MADRID</u> 2ND. CHOICE <u>ROME</u> 3RD. CHOICE <u>SALVADOR</u> </div> </div>	
<b>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?</b> <div style="text-align: right;">INDICATE NUMBER OF WORK DAYS <u>15</u></div>	
<b>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:</b> <div style="text-align: center; margin-top: 10px;">None</div>	
<b>12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.</b> <div style="text-align: center; font-size: small;">TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</div>	
<b>13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:</b> <div style="margin-top: 10px;"> <p>It is recommended that this employee be returned to Headquarters in January 1960 in order that he may complete his college education at Georgetown University. His replacement, who should be a trained RID specialist, should arrive in Mexico in early December 1959.</p> <p>This employee should be allowed to take KUBARK training courses which would lead to his becoming an I.O. upon completion of his college education. It is believed he can become a very good I. O. with training.</p> </div>	
<b>14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.</b> <div style="text-align: center; font-size: small;">TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS</div>	
<b>15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:</b> <div style="margin-top: 10px;"> <p>Concur with Chief of Station recommendation for assignment at Headquarters in RID since there are no appropriate positions in WH Hqs to which he could be assigned.</p> </div>	
<b>16. NAME OF PERSONNEL OFFICER</b> <div style="text-align: center; margin-top: 5px;"><b>P. C. BOWERS</b></div> <div style="margin-top: 5px;">DATE <b>1 July 1959</b></div>	<b>SIGNATURE</b> <div style="text-align: center; margin-top: 10px;"> </div>
FOR USE OF CAREER SERVICE	
<b>17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT</b>	<b>18. REFERENCES</b> DISPATCH NO. _____ CABLE NO. _____
<b>19. TYPED OR PRINTED NAME</b>	<b>20. SIGNATURE</b>
<b>21. TITLE</b>	<b>22. DATE</b>
<b>23. COMMENTS</b> <div style="height: 80px;"></div>	

**SECRET**

CONFIDENTIAL  
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT  
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

Patricia H. Keefe  
Office of Personnel

Joseph S. Piccolo  
(Employee)  
Joseph S. Piccolo

Date: 4 Nov 1957

## APPOINTMENT AFFIDAVITS

**IMPORTANT.**—Before swearing to these appointment affidavits, you should read and understand the attached information for appointees

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

Washington, D. C.

(Bureau or division)

(Place of employment)

I, Joseph Stephan Piccolo, do solemnly swear (or affirm) that—

### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

4 Feb. 1957

(Date of entrance on duty)

Joseph S. Piccolo

(Signature of appointee)

Subscribed and sworn before me this 4th day of February A. D. 1957.

at Washington,

(City)

D. C.

(State)

[SEAL]

William T. ...

(Signature of official)

Appointment Clerk

(Title)

**NOTE.**—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

FORM 1451  
RECORD OF OVERSEAS SERVICE

NAME OF EMPLOYEE: \_\_\_\_\_

EMPLOYEE SERIAL NO: \_\_\_\_\_

COMPLETED BY EMPLOYEE: YES ☐ NO ☐

TELEPHONE EXT: \_\_\_\_\_

SECRET (WHEN FILLED IN)

DO NOT FOLD, STAPLE, SPINDLE, OR MUTILATE

INSTRUCTIONS: THIS FORM MUST BE RETURNED WHETHER YOU HAVE HAD OVERSEAS SERVICE OR NOT. PLEASE READ CAREFULLY INSTRUCTIONS ON ACCOMPANYING CARD, THEN FILL OUT THIS FORM AS ACCURATELY AS POSSIBLE.

DO NOT WRITE IN COLUMN 45-46

WHERE SERVICE WAS PERFORMED: *1250 Triples*

DATES: FROM *12/27/53* TO *1/10/54*

SERVICE AS: CIVILIAN ☐ MILITARY ☒ INTER ☐

RESPONSIBLE U.S. GOVT DEPT OR AGENCY: *CIA*

100

IF ADDITIONAL SPACE IS NEEDED, CHECK HERE ☐ AND ASK YOUR ADMINISTRATIVE OFFICER FOR SUPPLEMENTAL CARD.

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN

	YES	NO
8 (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA, OR (B) AS A NATIVE OF AMERICAN SAMOA DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
9 ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10 DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PERSON OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
11 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED, OR NILD BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AUTHORITIES, FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF \$25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE INCLUDED EVEN IF THEY WERE DISMISSED.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
12 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS?	<input type="checkbox"/>	<input checked="" type="checkbox"/>

13 (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES' GROUP LIFE INSURANCE ACT?

(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?

14 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE:

(1) YOUR CONDUCT WAS NOT SATISFACTORY?

(2) YOUR WORK WAS NOT SATISFACTORY?

(3) YOUR CONDUCT WAS NOT SATISFACTORY?

(4) YOUR WORK WAS NOT SATISFACTORY?

15 HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS?

16 IF YOUR ANSWER TO A, B, OR C IS "Yes," GIVE DETAILS IN ITEM 17 AS CLEARLY AS YOU CAN REMEMBER, INCLUDING THE NAME AND ADDRESS OF EMPLOYER, APPROXIMATE DATE, AND REASONS IN EACH CASE.

17 SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply)

ITEM NO	ANSWER
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**INSTRUCTIONS TO APPOINTING OFFICER.**—You must determine that the appointment would be in accordance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, any record of recent discharge or arrest, age, citizenship, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his signature and handwriting against the application and/or other pertinent papers and (2) his physical appearance against the medical certificate.

100-00000-5


**Part III.—DETERMINATION OF COMPETITIVE STATUS.** (Complete for noncompetitive hires based on competitive status as required by instructions in FPM Chapter SJ.) Employee has a competitive status. This determination is based upon the following evidence:

NAME OF AGENCY	SIGNATURE AND OFFICIAL TITLE	DATE

**PART IV.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES**

	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 13)	CREDITABLE SERVICE (Leave Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (Leave Purposes)	SERVICE COMPUTATION DATE (Leave Purposes)
Years			12/31/57	12/31/57	0	12/31/57
Months			12/31/57	12/31/57	1	12/31/57
Days			12/31/57	12/31/57	1	12/31/57

**PART V.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES.** (Complete only in those cases when the amount of creditable service for reduction in force purposes differs from the amount creditable for leave purposes.)

	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 14)	CREDITABLE SERVICE (RIF Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (RIF Purposes)	SERVICE COMPUTATION DATE (RIF Purposes)
Years						
Months						
Days						

\* Enter on the "Service Computation Sheet" on the employee's "Service Record Card," SF 7

NS-554A-3.

CONFIDENTIAL  
(When Filled In)

Date 4 February 1957

Dear Mr. Piccolo:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective 4 February 1957.

Position: File Clerk

Base Salary: \$3415.00 per annum

2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.

3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.

4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.

5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.

6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

FORM 911


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(When Filled In)

7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.

8. Your appointment is for such time as your services may be required and available funds permit.

  
Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

  
(Employee)

4 February 1957  
(Date)

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[illegible]

CONFIDENTIAL  
(When Filled In)

MEMORANDUM OF UNDERSTANDING  
REGARDING MILITARY SERVICE OBLIGATION

I understand that in accepting a position with the Central Intelligence Agency while subject to induction into the Armed Forces under the Selective Service Act, I cannot and will not expect deferment from such military service by virtue of my employment with the Central Intelligence Agency.

SIGNED

Joseph L. Rando

WITNESS

George Roder

DATE

31 May 57

FORM NO. 278  
1 OCT 56

CONFIDENTIAL

(12)

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<b>REQUEST FOR MEDICAL EVALUATION</b> (COMPLETE AND RETURN TO COMPLETION UNIT)				DATE 6 Sep 77		APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS <input type="checkbox"/> YES <input type="checkbox"/> NO	
NAME (Last, First, Middle) <b>Piccolo, Joseph S.</b>				CENTRAL SECURITY NO. 265 44 1914		B. CHART NO. 012424	
A. EMPLOYER GS-13				B. EMPLOYER A11		C. EMPLOYER DHO/CI/OG/SO	
D. EMPLOYER Operations Officer				E. EMPLOYER 6348		F. EMPLOYER 8 Dec 35	
COMPLETION INSTRUCTIONS: COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT".							
13. DEPENDENT NAME (Last, First, Middle)		14. SOC SEC NO.		15. CHART NO.		16. DOB (MM/YY)	
17. SEX		18. RELATIONSHIP		19. DEPENDENT PREVIOUSLY SEEN BY OMS (yes/no)			
20. REQUESTED ACTION (more than one action is acceptable)							
APPLICANT		PRE EMPLOYMENT		EOD			
ASSIGNMENTS		O/S PCS		STATION		STD ETA (MM/YY)	
		O/S TDY		TYPE COVER		POSITION	
		O/S RETURNEE		FITNESS FOR DUTY		OTHER (specify)	
		O/S TDY STANDBY		RETURN TO DUTY			
		O/S PLANNING		SPECIAL TRAINING			
SEPARATION		RETIREMENT		MDR/CIARD		MDR/CSC	
ROUTINE		REGULAR ANNUAL		EXECUTIVE ANNUAL		MPT/PHE	
21. COMMENTS							
22. REQUESTING OFFICER/UNIT/NO.		23. ROOM BLDG		24. EXTENSION		25. SIGNATURE OF REQUESTING OFFICER	
DHO/PCS/CSS/PCS		2C43		4013		Virginia L. Rodgers	
FOR APPLICANTS				FOR OMS USE ONLY			
APPROVE PROCESSING FOR EOD				COMMENTS			
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL (and OPERATIONAL) (from letter attached)				DATE			
REQUEST PRE EMP MEDICAL EVALUATION				OMS SIGNATURE			
OTHER (see comments)				DATE			
FOR OTHER ACTIONS				COMMENTS			
REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL			
TDY STDBY	XX				Expires 1 October 1979.		
				9 November 1977			
				James J. Graham, OMS/PEO			
				DATE			
				OMS SIGNATURE			
UNCLASSIFIED				INTERNAL USE ONLY			
CONFIDENTIAL				SECRET			

☐ SECRET ☐ CONFIDENTIAL ☒ INTERNAL USE ONLY ☐ UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION				1 REQUEST DATE (MM/DD/YY)	2	APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS <input type="checkbox"/> YES <input type="checkbox"/> NO	
				25 Feb 77	X		
3 NAME (Last First Middle)				4 SOCIAL SECURITY NO	5 DATE OF BIRTH (MM/DD/YY)	7 SEX	
Piccolo, Joseph S.				265-44-1914	8 Dec 35	M	
6 GRADE	9 AFFILIATION CODE	10 DIRECTORATE OFFICE/INVISION	11 EMP NO	12 AUTHORITY TITLE			
GS-13	A11	DDO/LA/Hqs	7350	Operations Officer			
13-19 COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED (DEPENDENT IS)							
13 DEPENDENT NAME (L F M)		14 SOC SEC NO		15 DOB (MM/DD/YY)	17 SEX	18 RELATIONSHIP	19 DEPENDENT PREVIOUSLY SEEN BY OMS (yes/no)
Piccolo, Norma				29 Oct 43	F	Wife	Yes
Piccolo, Normandy				23 Feb 70	F	Dau	Yes
Piccolo, Burgandy				17 May 71	F	Dau	Yes
20 REQUESTED ACTION (more than one action is acceptable)							
APPLICANT		PRE EMPLOYMENT		EOD			
X		O/S PCS		STATION		NO OF DEPENDENTS TO ACCOMPANY OR RETURN	
		O/S TOY		Mexico City, Mexico		25 Jul 77 Three	
ASSIGNMENTS		O/S RETURNEE		Designee		Operations Officer	
		O/S TOY STANDBY		FITNESS FOR DUTY		OTHER (specify)	
		O/S PLANNING		RETURN TO DUTY			
SEPARATION		RETIREMENT		MOR/CARDS		MOR/C/C	
ROUTINE		REGULAR ANNUAL		EXECUTIVE ANNUAL		MPT/PHE	
21 COMMENTS							
Please schedule physicals							
22 REQUESTING DIRECTORATE OFFICE/IN		23 ROOM/BLDG		24 EXTENSION		25 SIGNATURE OF REQUESTING OFFICER	
DDO/LA/Pers		3D-3113 Hqs.		7350		Jill Kritzer	
FOR APPLICANTS				FOR OMS USE ONLY			
APPROVE PROCESSING FOR EOD				COMMENTS			
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (form letter attached)							
REQUEST PRE EMP MEDICAL EVALUATION							
OTHER (specify)				DATE			
DATE				OMS SIGNATURE			
FOR OTHER ACTIONS				COMMENTS			
REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL			
26 RESPONSIBILITY CODE				27 SEPARATION FACILITY			
DATE				OMS SIGNATURE			
UNCLASSIFIED				INTERNAL USE ONLY			
CONFIDENTIAL				SECRET			
006962							

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST
		30 Sept 75
2. NAME (Last, First, Middle)	3. POSITION TITLE	4. GRADE
Piccolo, Joseph S.	Ops Officer	GS-13
5. OFFICE DIVISION BRANCH	6. EMPLOYEE'S EXT.	
DDO/LA/COG		
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT  <input type="checkbox"/> ENTRANCE ON DUTY  <input checked="" type="checkbox"/> TDY STANDBY  <input type="checkbox"/> SPECIAL TRAINING  <input type="checkbox"/> ANNUAL  <input type="checkbox"/> RETURN TO DUTY  <input type="checkbox"/> FITNESS FOR DUTY  <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT  <div style="border: 1px solid black; padding: 5px;">           ETD            STATION            TDY OR PCS            TYPE OF COVER            NO. OF DEPENDENTS TO ACCOMPANY            NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED         </div> <input checked="" type="checkbox"/> RETURN FROM OVERSEAS  <div style="border: 1px solid black; padding: 5px;">           ETA            29 Sept 75            STATION            Managua            NO. OF DEP. S         </div>	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		
<input type="checkbox"/> YES <input type="checkbox"/> NO		
9. REQUESTING OFFICER		
<i>Kathy Hill</i> Kathy Hill, LA/Trng		
3C34 Hqs		5871

10. COMMENTS	
11. RESULT OF EVALUATION  Returnee Exam Completed. Qualified for TDY Standby until 1 October 1977.  12. DATE 10 March 1976  13. SIGNATURE William T. Golder, OUS/pro	

SECRET

## SECRET

1. NAME (Last, First, Middle)		2. DATE OF BIRTH		3. GRADE	
Piccolo, Joseph S.		12/02/35		GS-13	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)		5. PRESENT POSITION		6. EMPLOYEE EXTENSION	
DDO/WH/Rio de Janeiro		Ops Officer		5671	
7. PROPOSED STATION		8. PROPOSED POSITION (Title, Number, Grade)			
Managua, Nicaragua		Ops Officer 0396 GS-13			
9. TYPE OF COVER AT NEW STATION		10. ESTIMATED DATE OF DEPARTURE		11. NO. OF DEPENDENTS TO ACCOMPANY	
State SSN# 265 44 1914		09/10/73		three	
12. COMMENTS					
Physicals to be taken in the field.					
<i>G. M. M. DDO/p.m.</i>					
13. DATE OF REQUEST		14. SIGNATURE OF REQUESTING OFFICIAL		15. ROOM NUMBER AND BUILDING	
18 May 1973		<i>Karl Fleck</i> Karl Fleck		3D 5317 Hqs	
				5671	
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION					
24 AUG 1973					
QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS					
<i>J. E. L. H.</i> Chairman, Overseas Candidate Review Panel					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST
2. NAME (Last, First, Middle) <b>Piccolo, Joseph S. (dependent of)</b>		<b>18 May 1973</b>
3. OFFICE DIVISION BRANCH <b>DDO/WI/Rio De Janeiro</b>	7. POSITION TITLE <b>Ops Officer</b>	4. GRADE <b>GS-13</b>
5. EMPLOYEE S EXT. *****		
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT  <input type="checkbox"/> ENTRANCE ON DUTY  <input type="checkbox"/> TDY STANDBY  <input type="checkbox"/> SPECIAL TRAINING  <input type="checkbox"/> ANNUAL  <input type="checkbox"/> RETURN TO DUTY  <input type="checkbox"/> FITNESS FOR DUTY  <input type="checkbox"/> MEDICAL RETIREMENT	<input type="checkbox"/> HDQS/TDY <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT <div style="border: 1px solid black; padding: 5px; margin-top: 10px;">           ETD  <b>09/10/73</b>            STATION  <b>Managua, Nicaragua</b>            TDY OR PCS  <b>PCS</b>            TYPE OF COVER  <b>State</b>            NO. OF DEPENDENTS TO ACCOMPANY  <b>three</b>            NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED  <b>none</b> </div> <input type="checkbox"/> RETURN FROM OVERSEAS <div style="border: 1px solid black; padding: 5px; margin-top: 10px;">           ETA            STATION            NO. OF DEP. S         </div>	
8. OVERSEAS PLANNING EVALUATION (Use block used to check)		
<input type="checkbox"/> YES <input type="checkbox"/> NO		
9. REQUESTING OFFICER		
SIGNATURE <i>Karl Fleck</i> <b>Karl Fleck</b>		
ROOM NO. & BUILDING <b>3D 5317 Hqs</b>		EXT <b>5671</b>

10. COMMENTS			
<b>Norma</b>	<b>WIFE</b>	<b>10/29/43</b>	<b>Physicals to be taken in the field.</b>
<b>Normandy</b>	<b>Dau</b>	<b>02/23/70</b>	
<b>Burgandy</b>	<b>Dau</b>	<b>05/17/71</b>	
11. REPORT OF EVALUATION			
QUALIFIED FOR OR PCS		<b>18 18 73</b>	
DATE <b>PETER J. GAUGHAN</b>			

SECRET



CONFIDENTIAL

REQUEST FOR PRE-EMPLOYMENT MEDICAL EVALUATION		DATE 21 August 1956
1. NAME (Last) (First) (Middle) PICCOLO, JOSEPH STEPHAN		3. SUSPENSE DATE (10 WORKING DAYS)
4. ORGANIZATIONAL ASSIGNMENT DDP/FI/RI	5. POSITION TITLE (and grade) File Clerk GS-4	6. PERSONNEL DIVISION <input checked="" type="checkbox"/> Over <input type="checkbox"/> Under
7. THE MEDICAL OFFICE IS REQUESTED TO CHECK THE DESIRED ACTION, RETURNING THE ORIGINAL COPY OF THIS FORM TO THE APPROPRIATE PERSONNEL DIVISION NO LATER THAN THE SUSPENSE DATE INDICATED IN ITEM NO. 3.		
A <input type="checkbox"/> Approve processing for E.O.B.    B <input type="checkbox"/> Hold pending receipt of additional medical information (Form 10-100 attached)    C <input checked="" type="checkbox"/> Request pre-employment medical examination D <input type="checkbox"/> Rejected for medical reasons		
8. Remarks: (8/30/56) Please have subject come in any day of the week except Mon. & Wed. at 8:30.		
<i>Re med 9/17 at 8:30 for med re 9/13/56 mg</i>		<i>Max N. Hartman</i> SIGNATURE FOR MEDICAL OFFICE

FORM NO. 570 REPLACES FORM 37-103  
1 MAR 55 WHICH MAY BE USED.

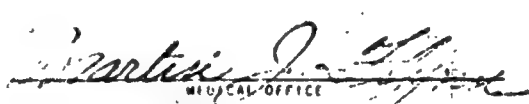
CONFIDENTIAL

(4)

SECRET  
(When Filled In)

12424

# MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY		
1. NAME (Last)	(First)	(Middle)
PICCOLO, Joseph S.		2. DATE 13 September 57
3. TO POSITION File Clerk	4. OFFICE, DIVISION, BRANCH DDF/WI/III	5. GRADE GS-4
6. TYPE OF POSITION <input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input checked="" type="checkbox"/> Overseas	7. EVALUATE FOR <input type="checkbox"/> EOD <input checked="" type="checkbox"/> Overseas <i>Pes</i> <input type="checkbox"/> Returnee Mexico City, Mexico <input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
II REPORT OF MEDICAL EVALUATION		
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only <input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified		
Remarks  QUALIFIED FOR PROTECTED PES OPS ASSIGNMENT OCT 4 1957  MEDICAL OFFICE		

SECRET

FORM 10-57

**SECRET**  
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT			
<b>I REQUEST FOR PHYSICAL EXAMINATION BY</b>			
2. NAME (Last)		2. DATE	
Piccolo,		17 September, 1956.	
(First)		(Middle)	
Joseph		Stephen	
3. TO POSITION		4. OFFICE, DIVISION, BRANCH	
File Clerk		DDP/FI	
5. GRADE		6. TYPE OF POSITION	
GS-4		<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	
7. EVALUATE FOR		<input checked="" type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
<input type="checkbox"/> EOD <input type="checkbox"/> Overseas <input type="checkbox"/> Returnee			
<b>II REPORT OF MEDICAL EVALUATION</b>			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
<b>Remarks:</b> Subject is qualified for Full Duty/General. (1/24/57) Must be re-evaluated prior to any specific o/s assignment.			
		Vincent J. Ford MEDICAL OFFICE	

**SECRET**

FORM 11-64 1273 OBSOLETE PREVIOUS EDITIONS

(10-49)

**SECRET**

**GROUP 1**  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

1 - GP/QAB

6. LANGUAGE DATA AFTER TEST								7. DATE OF TEST			DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273 LANGUAGE PROFICIENCY AWARDS DATA.
BASE CODE	R	W	P	S	U	T	YR	MO	DA	YR	
*BL18	1	3	1	1	1	4	69	03	04	69	

1962a

**SECRET**

100-443887-100

10:30

(WHEN FILLED IN)

## QUALIFICATIONS SYSTEM RECORD CHANGE

APPLICANT CODING DATA									
1. ID		2. APPL. NO.		3. NAME					
<div> <div> <div>&lt;</div> <div>• 2</div> </div> </div>		6-DIGITS		MUST CONTAIN 20-DIGITS					
4. DATE OF BIRTH				5. DATE CODED			THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICA- TIONS CODING RECORD.		
MO	DA	YR	MO	DA	YR				
•			•						

LANGUAGE CODING DATA - FORM 444c														
1. ID		2. EMPLOYEE NO.		3. NAME		4. LANGUAGE DATA CODE								
◁ 3 •		•		3-LETTERS •		BASE CODE •		R	W	P	S	U	T	YR
5. DATE SUBMITTED				6. DATE OF BIRTH				WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO++LANGUAGE" (12-DIGITS)						
MO DA YR				MO DA YR										
•				•										

LANGUAGE PROFICIENCY TEST DATA														
1. ID	2. EMPLOYEE NO	3. NAME	4. CODE	5. LANGUAGE DATA BEFORE TEST										
		3-LETTERS	C-A-D	BASE CODE	R	W	P	S	U	T	YR			
65	025658	PIC	A	BL31	i	+	i	E	H	+	70			
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST			DATA FOR ITEM 2 THRU 7 IS							
BASE CODE				R	W	P	S	U	T	YR	MO	DA	YR	EXTRACTED FROM FORM 1273
++++				+	+	+	+	+	+	++	04	17	70	LANGUAGE PROFICIENCY AND AWARDS DATA. PLW

[illegible]

(WHEN FILLED IN)

## QUALIFICATIONS SYSTEM RECORD CHANGE

APPLICANT CODING DATA

1. ID ◁ 2	2. APPL. NO. 6-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

LANGUAGE CODING DATA - FORM 444c

1. ID		2. EMPLOYEE NO.		3. NAME		4. LANGUAGE DATA CODE								
< 3 •				3-LETTERS •		BASE CODE •		R	W	P	S	U	T	YR
5. DATE SUBMITTED				6. DATE OF BIRTH				WHEN FORM 444C DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)						
MO DA YR		MO DA YR		•		•								

LANGUAGE PROFICIENCY TEST DATA

1. ID	2. EMPLOYEE NO.	3. NAME	4. CODE	5. LANGUAGE DATA BEFORE TEST							
65	025658	PIC	C	BASE CODE	R	W	P	S	U	T	YR
				BL18	4	3	4	4	4	4	59
6. LANGUAGE DATA AFTER TEST				7. DATE OF TEST		DATA FOR ITEM 2 THRU 7 IS					
BASE CODE	R	W	P	S	U	T	YR	MO	DA	YR	
BL18	F	3	I	E	I	4	68	04	09	68	
EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA.											

QUALIFICATIONS RECORD CHANGE

[illegible]

1962a

06 JUN 1968 SECRET

GROUP 1

14. 5. 1. 1.

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(When Filled In)

### REPORT OF SERVICE ABROAD

**TO:** Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-8 02565K	(Print) Piccolo	Joseph	S.

#### INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

#### PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38	39	40-42
04	27	68					1			NICARAGUA 525

#### TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39	40-42

#### OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

#### SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	<input checked="" type="checkbox"/>	DISPATCH
CABLE	<input type="checkbox"/>	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. HNMT-1470	DOCUMENT DATE/PERIOD
--	----------------------

REMARKS
---------

PREPARED BY	<input checked="" type="checkbox"/> REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE 6/18/68		
SIGNATURE <i>James D. Smith</i>		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

**SECRET**  
(When filled in)

**UIC**  
OFFICIAL USE ONLY (until filled in)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT				
READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.				
<b>SECTION I</b>				
BIOGRAPHIC AND POSITION DATA				
1 EMP SER NO	2 NAME Last First Middle	3 SEX	4 DATE OF BIRTH	5 SCHEDULE GRADE/STEP
029696	PICCOLO JOSEPH S	M	12/08/35	GS-11-04
6 SO	7 POSITION TITLE	8 OFFICE OF ASSIGNMENT	9 LOCATION (Country, City)	
D	CPS OFFICER	WM	MEXICO CITY, MEXICO	
<b>SECTION II</b>				
AGENCY OVERSEAS SERVICE				
AREA		TYPE TO, FROM	TO	
MEXICO		PCS 64	57/12/01	58/07/01
WESTERN HEMISPHERE		TDY 51	65/04/13	65/08/11
EUROPE		TDY	64/8/	64/10/
EUROPE		TDY	64/11/	64/12/
MEXICO		PCS	65/9/30	68/1/70
<div style="border: 1px solid black; padding: 5px; margin-top: 20px;"> <p>OVERSEAS DATA</p> <p>DATE: 1 APR 1968</p> <p>INITIALS: FG</p> </div>				
<b>SECTION III</b>				
EDUCATION				
DEGREE	MAJOR		CERTIFICATE	YEAR
BSFS	NO COLLEGE DEGREE ON RECORD		Continuation University	64
	International Relations			

**SECRET**

**GRAPHIC**



## SECRET

When Filled In

SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	SKILLS/ACQUIRED BY - CHECK IN			
				RES. DEVICE	TRAVEL	STUDY	WORK ASSIGNMENT
MEXICO	Political, Economic	1957-58 1958-59	N/A	X			X
Belgium	None/Travelist						
France							
Germany		1965	N/A		X		X
Spain							
England							

SECTION V TYPING AND STENOGRAPHIC SKILLS			
1. TYPING (WPM) Limited	2. SHORTHAND (WPM) None	3. INDICATE SHORTHAND SYSTEM USED - CHECK IN APPROPRIATE ITEM. <input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOPE <input type="checkbox"/> OTHER SPECIFY.	
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (compositor, mimeograph, card punch, etc.) None			

SECTION VI SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH. Dog Training - Limited	
2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS, AND CARS FOR ROAD READING & TRAINING, OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES. None	
3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
4. IF YOU HAVE ANSWERED YES TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registration number if known)	5. FIRST LICENSE/CERTIFICATE year of issue
	6. LATEST LICENSE/CERTIFICATE year of issue
7. LIST ANY MANUSCRIPTS AND PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. DO NOT INCLUDE WORK WHEN REQUESTED. INDICATE THE DATE, PUBLICATION DATE AND TYPE OF WRITING (e.g. fiction or scientific article, general interest, technical, etc.). None	
8. IF YOU ARE OR EVER WERE WITHIN THE PAST FIFTY YEARS, INDICATE THE DATE, PUBLICATION DATE AND TYPE OF WRITING (e.g. fiction or scientific article, general interest, technical, etc.). None	
9. IF YOU ARE OR EVER WERE WITHIN THE PAST FIFTY YEARS, INDICATE THE DATE, PUBLICATION DATE AND TYPE OF WRITING (e.g. fiction or scientific article, general interest, technical, etc.). None	

SECRET

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## SECRET

When Filled In

SECTION VII		MILITARY SERVICE	
CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT?		2. SELECTIVE SERVICE CLASSIFICATION	
YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		4-F	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. DEFERRED GIVE REASON	
1150 Fort Campbell, S/A		N/A	
MILITARY SERVICE RECORD (Active Duty Only)			
1. MILITARY ORGANIZATION Army Navy etc. specify		2. DATES OF SERVICE extended active duty	
AIR NATIONAL GUARD AIR FORCE		FROM AUG 61 TO DEC 62 Released DEC 63	
3. STATUS Regular Reserve etc. specify		5. DATE GRADE OR RATE at separation or last service	
Reserve to Active Duty		SSGT	
6. SERIAL SERVICE OR FILE NUMBER		AF 22928914	
7. CHECK TYPE OF SEPARATION			
<input checked="" type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR AGE <input type="checkbox"/> RETIREMENT FOR SERVICE <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY <input type="checkbox"/> URGENT REASONS <input type="checkbox"/> OTHER (Specify)			
8. BRIEF DESCRIPTION OF MILITARY DUTIES (record the duties and so far as you best describe your work or function in the military service)			
Admin Clerk and Active 1st Sgt. For the Fighter Squadron			
MILITARY RESERVE NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG			
<input checked="" type="checkbox"/> NONE <input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> AIR FORCE <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT TO CURRENT RANK	
3. EXPIRATION DATE OF CURRENT RESERVE OR GUARD STATUS			
4. CHECK CURRENT RESERVE CATEGORY			
<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> DEFERRED <input checked="" type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the duties and so far as you best describe your work or function in the military service)			
SEE 8 ABOVE			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS			
NONE			
MILITARY SCHOOLS COMPLETED (Active Duty Reserve Status or as Civilian)			
NAME AND ADDRESS OF SCHOOL		DATE COMPLETED	
1. A. F. R.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

SECRET

!When I did not!

[illegible]

**SECRET**

- 7 -

SECRET  
(When Filled In)

(1-6)		LANGUAGE DATA RECORD			
625 658					
PART I-GENERAL					
1. NAME (Last-First-Middle) (7-24)			2. DATE OF BIRTH (25-30)		
Piccolo, Joseph Stephen			MONTH Dec	DAY 8	YEAR 35
3. LANGUAGE (31-33)		4. TODAY'S DATE (34-39)		5.	
Spanish 720		MONTH Aug	DAY 27	YEAR 62	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
PART II-LANGUAGE ELEMENTS					
SECTION A. Reading (40)					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
③ 3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.					
5. I HAVE NO READING ABILITY IN THE LANGUAGE.					
SECTION B. Writing (41)					
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.					
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.					
③ 3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.					
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.					
5. I CANNOT WRITE IN THE LANGUAGE.					
SECTION C. Pronunciation (42)					
1. MY PRONUNCIATION IS NATIVE.					
② 2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.					
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.					
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					

CENTINUE ON REVERSE SIDE

# CONTINUATION OF PART II--LANGUAGE ELEMENTS

## SECTION D.

## Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
- ☒ 3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

## SECTION E.

## Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOES AND PUNS.
- ☒ 3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

## PART III--EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
- ☒ 4. NONE OF THE ABOVE STATEMENTS APPLY.

## PART IV--CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-119, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

27 AUG 62

SIGNATURE

*Joseph J. Pincus*

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1401

**SECRET**  
(When Filled In)

(1-6)		<b>LANGUAGE DATA RECORD</b>			
5256.58					
<b>PART I-GENERAL</b>					
1. NAME (Last-First-Middle)  PICCOLI, Joseph S.			2. DATE OF BIRTH (23-30) MONTH DAY YEAR December 5 1935		
3. LANGUAGE (31-33)  Spanish 720		4. TODAY'S DATE (36-39) MONTH DAY YEAR August 24 1959		5. <input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
<b>PART II-LANGUAGE ELEMENTS</b>					
<b>SECTION A. Reading (40)</b>					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.					
5. I HAVE NO READING ABILITY IN THE LANGUAGE.					
<b>SECTION B. Writing (41)</b>					
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.					
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.					
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.					
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<b>SECTION C. Pronunciation (42)</b>					
1. MY PRONUNCIATION IS NATIVE.					
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.					
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4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					
CONTINUE ON REVERSE SIDE					

## CONTINUATION OF PART II—LANGUAGE ELEMENTS

## SECTION D.

## Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

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## Understanding (44)

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4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

## PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

## PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABOARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 28-118, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN ABOARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE ABOARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

SIGNATURE

26 August 1953

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PERSONAL HISTORY STATEMENT

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? *Yes*

Part 1. PERSONAL BACKGROUND

FULL NAME *John William Smith*  
GIVEN NAME *John*

DATE OF BIRTH *10/15/1945*

PLACE OF BIRTH *St. Louis, Missouri*

CURRENT ADDRESS *1234 Main St, St. Louis, MO 63101*

PREVIOUS ADDRESSES *456 Oak St, St. Louis, MO 63102*

EDUCATION *High School Graduate*

EMPLOYMENT HISTORY *Various jobs in retail and service industries*

MILITARY SERVICE *None*

CRIMINAL RECORD *None*

REMARKS *Subject is a law-abiding citizen with no significant issues.*



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**THE ZEPHYRUS**

WILLIAM DOUGLAS      GEORGE L. BROWN JR.

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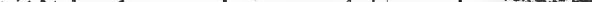
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1. NAME (Last, First, Middle Initial) John Edgar Hoover

2. BIRTH DATE (Month, Day, Year) Jan 22 1895

3. BIRTH PLACE (City, State, Country) Alton, Illinois, U.S.A.

4. EDUCATION (School, College, University, Degree) University of Chicago, Ph.D. in Political Science

5. EMPLOYMENT HISTORY (List all positions held, including military and civilian, in chronological order from earliest to latest)

Employing Firm or Agency	Position	Start Date	End Date
U.S. Department of Justice	Assistant Attorney General	1917	1919
Federal Bureau of Investigation	Director	1935	Present
U.S. Department of Justice	Assistant Attorney General	1917	1919
Federal Bureau of Investigation	Director	1935	Present

1. **NAME** \_\_\_\_\_  
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 222.

1. NAME JOHN J. JONES

2. DATE OF BIRTH 10-15-1925

3. PLACE OF BIRTH NEW YORK, N.Y.

4. EDUCATION High School Graduate

5. GENERAL QUALIFICATIONS

6. EXPERIENCE

7. REFERENCES

8. ADDITIONAL INFORMATION

9. REMARKS

10. DATE OF INTERVIEW

11. INTERVIEWER

12. AGENCY

13. FILE NUMBER

14. DATE OF ENTRY

15. REMARKS

16. DATE OF ENTRY

17. REMARKS

18. DATE OF ENTRY

19. REMARKS

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38. DATE OF ENTRY

39. REMARKS



[The text in this section is extremely faint and illegible due to heavy noise and poor scan quality. It appears to be a multi-paragraph document.]

Q. 10. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES NOT REFERENCED, RELATIVES, SUPERVISORS OR EMPLOYERS: (Give name and business address where possible.)

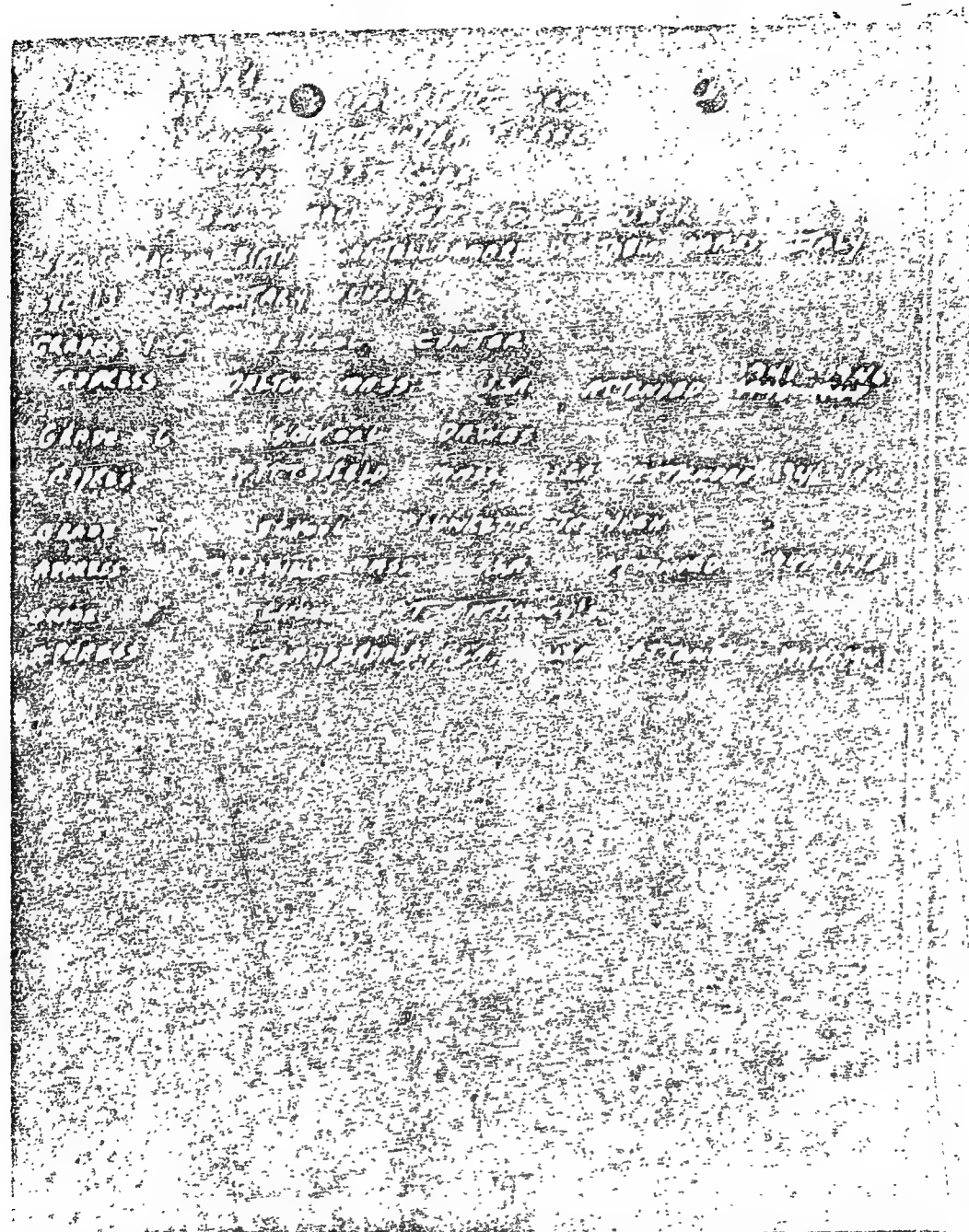
1. **THE STATE OF TEXAS, COUNTY OF DALLAS, ss. I, \_\_\_\_\_, Clerk of the County Court, do hereby certify that the within and foregoing is a true and correct copy of the original of the same as the same appears from the records of the County Court of the County of Dallas, State of Texas.**



**MISCELLANEOUS****DO NOT ADVOCATE OF HATE****OR A HATE OF ANY PERSON OR GROUP****WHICH WOULD ADVOCATE THE CAUSE****OF THE UNITED STATES**

[illegible]





**CONFIDENTIAL**  
(WHEN FILLED IN)

**SECURITY APPROVAL**

**DATE** : 20 July 1962

**YOUR  
REFERENCE:** 10775 DDF/TFW

**CASE NO.:** 109709

**TO** : Director of Personnel  
**FROM** : Director of Security  
**SUBJECT** : PICCOLO, Joseph Stephens

1. This is to inform you of security approval of the subject person as follows:

- ☒ Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.
- ☐ Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.

2. Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.

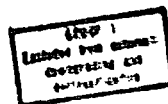
3. As part of the entrance on duty processing:

- ☐ A personal interview in the Office of Security must be arranged.
- ☒ A personal interview is not necessary.
- ☐

**FOR THE DIRECTOR OF SECURITY:**

*W. A. Osborn*  
W. A. Osborn

Chief, Personnel Security Division



**CONFIDENTIAL**  
SECURITY INFORMATION  
**SECURITY APPROVAL**

Date: 20 December 1956

TO: Chief, Records & Services Division  
Personnel Office  
FROM: Chief, Security Division  
Personnel  
SUBJECT: PICCOLO, Joseph Stephan

Your Reference: C-6351 FI

Case Number: 109709

1. This is to advise you of security action in the subject case as indicated below:
  - ☒ Security approval is granted the subject person for access to classified information.
  - ☐ Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
  - ☐ The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.
2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
3. Subject is to be polygraphed as part of EOD procedures.

*W. M. Knott*  
W. M. Knott  
2

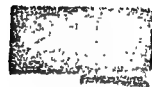
*Branch Chief  
12-22-57  
H. E. O.*

RECEIVED SECTION

DEC 31 1 10 PM '56

RECEIVED SECTION





U.S. DEPARTMENT OF JUSTICE

U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON 25, D. C.

FORM APPROVED  
BUDGET BUREAU NO. 50-10-64

Accepted by  
Checked by  
Filed by

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS., FIRST - MIDDLE INITIAL - LAST) <b>JOSEPH S. PICCOLO #18185</b>		2. DATE OF BIRTH <b>12-8-35</b>	3. JOURNAL OR ACTION NO. <b>F. B. I. 5714</b>	4. DATE <b>9-9-55</b>
This is to notify you of the following action affecting your employment				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>RESIGNATION</b>		6. EFFECTIVE DATE <b>cb 9-9-55</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
FROM		TO		
<b>File Clerk</b> <b>GS 4 Series 305 FBI#54-D-167</b> <b>\$3415 per annum</b>  <b>Div. Four</b> <b>Files Section</b> <b>D. C.</b> <b>Washington Field Office</b>		8. POSITION TITLE		
		9. SERVICE, SERIES, SALARY, GRADE		
		10. ORGANIZATIONAL DESIGNATIONS		
		11. HEADQUARTERS		
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE NONE <input checked="" type="checkbox"/> WH1 <input type="checkbox"/> OTHER <input type="checkbox"/> S-P <input type="checkbox"/> 10 POINT DISAB. OTHER		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> A. <input type="checkbox"/> REAL		
15. SEX <b>M</b>	16. RACE	17. APPROPRIATION S & E. FBI 18. FROM: <b>SAME</b> 19. TO:		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		21. SUBJECT TO C. & RETIREMENT ACT (YES-NO) <b>No FICA</b>		
APPROVED <b>J. E. Hoover</b> DIRECTOR F. B. I.				
REMARKS: <b>Forwarding Address: 2210 20th Street, Northwest</b> <b>Washington 9, D. C.</b>  <b>Leave in the amount of 55 hours extending thru 4:30 p.m. 9-20-55.</b> <b>Owes for 216 hours plus 1 holiday for advanced sick leave which is being changed to LWOP for the period 6-1-55 (9:00 a.m.) to cb 7-8-55.</b> <b>The above listed 55 hours leave is being used to offset his indebtedness.</b>  <b>36 OCT 12 1955</b>				

1. PERSONNEL FILE

STANDARD FORM 55  
SEPTEMBER 1954  
U. S. CIVIL SERVICE COMMISSION  
CHAPTER 13 F. P. M.

**NOTICE OF CONVERSION PRIVILEGE**  
**Federal Employees' Group Life Insurance Act of 1954**

An employee is entitled to convert to an individual policy when his group insurance terminates because of separation from an agency, transfer or appointment to a group excluded by law or regulation from insurance coverage, expiration of 12 continuous months in a nonpay status, or entry into the military service of the United States and acquisition of coverage under the Servicemen's Indemnity Act of 1951.

An employee whose group insurance terminates as indicated above may, under provisions set forth in his Certificate of Group Insurance, purchase an individual policy of life insurance without medical examination. The individual policy may be in an amount not exceeding the employee's group life insurance and will be issued at rates applicable to the type of policy purchased and to his current age and class of risk.

If you are entitled to convert group life insurance to an individual policy and wish to exercise this privilege, you must:

1. Ask the agency identified in the block below to give you a completed Agency Certification of Insurance Status, and
2. Follow the instructions printed on the Agency Certification of Insurance Status, and mail it to the Office of Federal Employees' Group Life Insurance, 330 Fourth Avenue, New York 10, N. Y. That office will promptly mail to you detailed information on how to apply for conversion.

**IMPORTANT**

THE TIME IN WHICH AN EMPLOYEE MAY CONVERT IS LIMITED. THE COMPLETED "AGENCY CERTIFICATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FEDERAL EMPLOYEES' GROUP LIFE INSURANCE WITHIN 31 DAYS AFTER YOUR GROUP INSURANCE TERMINATES, OR WITHIN 15 DAYS AFTER THE DATE OF THIS NOTICE, WHICHEVER BASIS GIVES YOU THE MOST TIME.

UNDER CERTAIN CONDITIONS, LIFE INSURANCE IS PAYABLE IF DEATH OCCURS WITHIN 31 DAYS AFTER AN EMPLOYEE'S GROUP INSURANCE TERMINATES, EVEN THOUGH HE HAS NOT APPLIED FOR CONVERSION. IF DEATH OCCURS WITHIN THIS PERIOD FURTHER INFORMATION CONCERNING POSSIBLE BENEFITS MAY BE OBTAINED FROM THE AGENCY NAMED BELOW.

Mr. Joseph S. Piccolo

DATE OF THIS NOTICE

September 8, 1955

**INSTRUCTIONS TO EMPLOYING AGENCY**

1. Fill in the name and address of the office which issues this notice (overprint or stamp if desired).
2. Fill in the date this notice is issued, and note this date in your records for possible future reference.
3. Give this notice, as required, to every employee on the date his insurance terminates (except by waiver).

NAME AND MAILING ADDRESS OF AGENCY

Federal Bureau of Investigation  
Room 411  
United States Department of Justice  
Washington 25, D.C.

SEP 9 1955

U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON 25, D. C.

FORM APPROVED  
BUDGET BUREAU NO. 50-10664

Prepared by: *[Signature]*  
Checked by: *[Signature]*  
Filed by: *[Signature]*

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, DR., FIRST, MIDDLE INITIAL, LAST) <b>MR. JOSEPH S. PICCOLO</b>		2. DATE OF BIRTH <b>12-8-35</b>	3. JOURNAL OR ACTION NO. <b>F. B. I.</b>	4. DATE <b>10-8-54</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>PROMOTION</b>		6. EFFECTIVE DATE <b>10-10-54</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>EXCEPTED BY LAW</b>	
FROM		TO		
<b>File Clerk</b> <b>GS 3 (Series 305 FBI#54-D-86)</b> <b>\$2950 per annum.</b> <b>Div. Four</b> <b>Files Section</b> <b>D. C.</b>		<b>Same</b> <b>GS 4</b> <b>\$3175 per annum</b> <b>Same</b> <b>Same</b> <b>Same</b>		
11. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>		12. FIELD OR DEPT. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input checked="" type="checkbox"/> 501 <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION (Series 305 FBI# 54-D-167) NEW <input type="checkbox"/> RISE <input type="checkbox"/> L. L. <input checked="" type="checkbox"/> REAL. <input checked="" type="checkbox"/> <b>Betty Brooks Koontz</b>		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		16. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>no FICA</b>		
17. APPROPRIATION S. & E. FBI FROM: <b>SAME</b> TO: <b>SAME</b>		18. DATE OF APPOINTMENT AFFIDAVIT (ACKNOWLEDGE ONLY) <b>no FICA</b>		
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>42</b>				
APPROVED <i>[Signature]</i> DIRECTOR, F. B. I.				
<p>REMARKS: The provisions of the Universal Military Training and Service Act of 1951 have been complied with. The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 of the Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51. This promotion is temporary in accordance with Public Law #843, approved 9-27-50.</p> <p><b>42 OCT 29 1954</b></p>				

1. PERSONNEL FILE

FD-185

FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JOSEPH S. PICCOLO

Where Assigned: RECORDS & COMMUNICATIONS RECORDS SECTION; FILE REVIEW AND  
(Division) (Section, Unit) RESEARCH UNIT

Payroll Title: FILE CLERK GS-3

Rating Period: from 1-1-54 to 9-30-54

ADJECTIVE RATING: SATISFACTORY  
Outstanding, Satisfactory, Unsatisfactory

Employee's  
Initials

JSP

Rated by: Mary C. Hoyle Supervisor 9/30/54  
Signature Title Date

Reviewed by: F. W. WALKART Supervisor in Charge SEP 30 1954  
Signature Title Date

Rating approved by: [Signature] ASST. DIR. 21 1954  
Signature Title Date

TYPE OF REPORT

(X) Official

( ) Annual

( ) Administrative

( ) 60-day

( ) Transfer

( ) Separation from service

( ) Special

10  
OCT 21 1954

U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON 25, D. C.

FORM APPROVED  
BUDGET BUREAU NO. 80-2064

Prepared by *1011*  
Checked by *1011*  
Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR. - MISS - MRS. - FIRM - MIDDLE INITIAL - LAST)		2. DATE OF BIRTH	3. OFFICE OR ASSIGNMENT	4. DATE
MR. JOSEPH S. PICCOLO		12-8-35	F. B. I. 18802	3-26-54
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
CHANGE IN TITLE FROM		3-28-54	EXCEPTED BY LAW TO	
8. POSITION TITLE  9. ADVISE SPECIAL SALARY GRADE  10. ADVISE SPECIAL DESIGNATION  11. HEADQUARTERS		Locate Clerk  GS 3 (Series 305 CSC#3741) \$2950 per annum  Div. Four Files Section D. C.		
12. FIELD OR DEPT.		13. FIELD OR DEPT.		
FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>		FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>		
14. VETERAN'S PREFERENCE		15. POSITION CLASSIFICATION ACTION		
16. DATE 17. FROM 18. TO 19. DATE OF APPOINTMENT 20. LEGAL RESIDENCE 21. CLAIMED <input type="checkbox"/> PROVED <input type="checkbox"/> STATE:		(Series 305 CSC#3741)  no FICA		
APPROVED <i>J. E. Hoover</i> DIRECTOR, F. B. I.		<i>JWsm</i> MAY 18 1954		
REMARKS				

1. PERSONNEL FILE

FEDERAL BUREAU OF INVESTIGATION  
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

*John P. [Signature]*

Name of Employee: JOSEPH S. PICCOLO

Where Assigned: RECORDS & COMMUNICATIONS RECORDS SECTION FILING UNIT  
(Division) (Section, Unit)

Payroll Title: LOCATE CLERK GS-3

Rating Period: from 8-3-53 to 12-31-53

ADJECTIVE RATING: SATISFACTORY  
Outstanding, Satisfactory, Unsatisfactory

Employee's  
Initials

*John P.*

Rated by: *[Signature]* Supervisor 12-31-53  
Signature Title Date

Reviewed by: F. W. WALKART *[Signature]* DEC 31 1953  
Signature Title Date

Rating approved by: *[Signature]* ASSISTANT DIRECTOR JAN 2 1954  
Signature Title Date

TYPE OF REPORT

(X) Official  
(X) Annual

( ) Administrative  
( ) 60 day  
( ) Transfer  
( ) Separation from service  
( ) Special

7 JAN 14 1954

*3 [Signature]*





Give this card to the  
APPOINTMENT CLERK  
at the  
PHS OUTPATIENT CLINIC  
411 5th St. S.W.  
Rm. 620 S.W. Bldg.  
(W Code 178)

*Spilled -*  
*report to me*

6869261

1. FIRST NAME INITIAL LAST NAME  
JOSEPH S. PICCOLO

2. POSITION TITLE  
File Clerk

3. DATE OF BIRTH 12-2-35 HAS AN APPOINTMENT ON \_\_\_\_\_ AT \_\_\_\_\_ A.M. P.M.  
(Date) (Time)

AT THE SERVICE CHECKED BELOW:

4. ☒ PHOTOFILMOGRAPH 5. ☐ OB GYN. 16. ☐ NUTRITION  
9. ☐ MEDICAL EXAMINATION 8. ☐ PHYS. MED. 17. ☐ MENTAL HEALTH  
6. ☐ LABORATORY 10. ☐ SURGICAL 14. ☐ DENTAL 18. ☐ DERMATOLOGY  
7. ☐ MEDICAL 11. ☐ PEDIATRIC 15. ☐ EENT

13. ☐ OTHER (Specify)

20. CLINIC REGISTER NO. \_\_\_\_\_ 21. NAME OF DOCTOR *9/11 -*

STANDARD FORM 78A - JULY 1949  
CIVIL SERVICE COMMISSION  
U. S. DEPARTMENT OF HEALTH

MEDICAL APPOINTMENT AND REPORT

16-64550-1

*17*  
SEP OCT 7 1953

*3-11-53*

3-123

VETERAN'S PREFERENCE AND SOCIAL SECURITY STATEMENTDate 8-3-53

1. Are you eligible to claim Veteran's Preference under any of the existing Veterans Preference Bills? Yes        No X.
2. Furnish information substantiating Veteran's Preference claim, including disability rating, if any.
3. Are you currently receiving any Social Security benefit payments? Yes        No X.  
(If you are receiving any Social Security benefit payments at the present time you should immediately contact the local Social Security field office as to whether you will still be entitled to such payment.)

Signature *[Handwritten Signature]*

89 AUG 24 1953 12

## APPOINTMENT AFFIDAVITS

**IMPORTANT.**—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

JUSTICE F.B.I. WASHINGTON, D.C.  
(Department or agency) (Bureau or division) (Place of employment)

I, JOSEPH STEPHAN PICCOLO, do solemnly swear (or affirm) that—

### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

8-3-53  
(Date of entrance on duty)

Joseph S. Piccolo  
(Signature of appointee)

Subscribed and sworn before me this 3rd day of August, A. D. 1953  
at Washington D. C.  
(City) (State)

[SEAL]

Catherine C. Johns  
(Signature of official)  
Notary Public  
My Comm. Expires June 30, 1954

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be noted.

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37. 38. 39. 40. 41. 42. 43. 44. 45. 46. 47. 48. 49. 50. 51. 52. 53. 54. 55. 56. 57. 58. 59. 60. 61. 62. 63. 64. 65. 66. 67. 68. 69. 70. 71. 72. 73. 74. 75. 76. 77. 78. 79. 80. 81. 82. 83. 84. 85. 86. 87. 88. 89. 90. 91. 92. 93. 94. 95. 96. 97. 98. 99. 100. 101. 102. 103. 104. 105. 106. 107. 108. 109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121. 122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132. 133. 134. 135. 136. 137. 138. 139. 140. 141. 142. 143. 144. 145. 146. 147. 148. 149. 150. 151. 152. 153. 154. 155. 156. 157. 158. 159. 160. 161. 162. 163. 164. 165. 166. 167. 168. 169. 170. 171. 172. 173. 174. 175. 176. 177. 178. 179. 180. 181. 182. 183. 184. 185. 186. 187. 188. 189. 190. 191. 192. 193. 194. 195. 196. 197. 198. 199. 200. 201. 202. 203. 204. 205. 206. 207. 208. 209. 210. 211. 212. 213. 214. 215. 216. 217. 218. 219. 220. 221. 222. 223. 224. 225. 226. 227. 228. 229. 230. 231. 232. 233. 234. 235. 236. 237. 238. 239. 240. 241. 242. 243. 244. 245. 246. 247. 248. 249. 250. 251. 252. 253. 254. 255. 256. 257. 258. 259. 260. 261. 262. 263. 264. 265. 266. 267. 268. 269. 270. 271. 272. 273. 274. 275. 276. 277. 278. 279. 280. 281. 282. 283. 284. 285. 286. 287. 288. 289. 290. 291. 292. 293. 294. 295. 296. 297. 298. 299. 300. 301. 302. 303. 304. 305. 306. 307. 308. 309. 310. 311. 312. 313. 314. 315. 316. 317. 318. 319. 320. 321. 322. 323. 324. 325. 326. 327. 328. 329. 330. 331. 332. 333. 334. 335. 336. 337. 338. 339. 340. 341. 342. 343. 344. 345. 346. 347. 348. 349. 350. 351. 352. 353. 354. 355. 356. 357. 358. 359. 360. 361. 362. 363. 364. 365. 366. 367. 368. 369. 370. 371. 372. 373. 374. 375. 376. 377. 378. 379. 380. 381. 382. 383. 384. 385. 386. 387. 388. 389. 390. 391. 392. 393. 394. 395. 396. 397. 398. 399. 400. 401. 402. 403. 404. 405. 406. 407. 408. 409. 410. 411. 412. 413. 414. 415. 416. 417. 418. 419. 420. 421. 422. 423. 424. 425. 426. 427. 428. 429. 430. 431. 432. 433. 434. 435. 436. 437. 438. 439. 440. 441. 442. 443. 444. 445. 446. 447. 448. 449. 450. 451. 452. 453. 454. 455. 456. 457. 458. 459. 460. 461. 462. 463. 464. 465. 466. 467. 468. 469. 470. 471. 472. 473. 474. 475. 476. 477. 478. 479. 480. 481. 482. 483. 484. 485. 486. 487. 488. 489. 490. 491. 492. 493. 494. 495. 496. 497. 498. 499. 500. 501. 502. 503. 504. 505. 506. 507. 508. 509. 510. 511. 512. 513. 514. 515. 516. 517. 518. 519. 520. 521. 522. 523. 524. 525. 526. 527. 528. 529. 530. 531. 532. 533. 534. 535. 536. 537. 538. 539. 540. 541. 542. 543. 544. 545. 546. 547. 548. 549. 550. 551. 552. 553. 554. 555. 556. 557. 558. 559. 560. 561. 562. 563. 564. 565. 566. 567. 568. 569. 570. 571. 572. 573. 574. 575. 576. 577. 578. 579. 580. 581. 582. 583. 584. 585. 586. 587. 588. 589. 590. 591. 592. 593. 594. 595. 596. 597. 598. 599. 600. 601. 602. 603. 604. 605. 606. 607. 608. 609. 610. 611. 612. 613. 614. 615. 616. 617. 618. 619. 620. 621. 622. 623. 624. 625. 626. 627. 628. 629. 630. 631. 632. 633. 634. 635. 636. 637. 638. 639. 640. 641. 642. 643. 644. 645. 646. 647. 648. 649. 650. 651. 652. 653. 654. 655. 656. 657. 658. 659. 660. 661. 662. 663. 664. 665. 666. 667. 668. 669. 670. 671. 672. 673. 674. 675. 676. 677. 678. 679. 680. 681. 682. 683. 684. 685. 686. 687. 688. 689. 690. 691. 692. 693. 694. 695. 696. 697. 698. 699. 700. 701. 702. 703. 704. 705. 706. 707. 708. 709. 710. 711. 712. 713. 714. 715. 716. 717. 718. 719. 720. 721. 722. 723. 724. 725. 726. 727. 728. 729. 730. 731. 732. 733. 734. 735. 736. 737. 738. 739. 740. 741. 742. 743. 744. 745. 746. 747. 748. 749. 750. 751. 752. 753. 754. 755. 756. 757. 758. 759. 760. 761. 762. 763. 764. 765. 766. 767. 768. 769. 770. 771. 772. 773. 774. 775. 776. 777. 778. 779. 780. 781. 782. 783. 784. 785. 786. 787. 788. 789. 790. 791. 792. 793. 794. 795. 796. 797. 798. 799. 800. 801. 802. 803. 804. 805. 806. 807. 808. 809. 810. 811. 812. 813. 814. 815. 816. 817. 818. 819. 820. 821. 822. 823. 824. 825. 826. 827. 828. 829. 830. 831. 832. 833. 834. 835. 836. 837. 838. 839. 840. 84

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

16 - 6 A.E. 2015 ST. LAURENCE FLA.

1. PRESENT ADDRESS (street and number, city and State)  
12 - 8 - 35 YONKERS, NEW YORK

2 (A) DATE OF BIRTH (B) PLACE OF BIRTH (city or town and State or country)

|   |                  |                                       |                   |
|---|------------------|---------------------------------------|-------------------|
| 1. (A) IN CASE OF EMERGENCY PLEASE NOTIFY | (B) RELATIONSHIP | (C) STREET AND NUMBER, CITY AND STATE | (D) TELEPHONE NO. |
|---|------------------|---------------------------------------|-------------------|

|                    |                                    |         |
|--------------------|------------------------------------|---------|
| MS. J. EDY Piccolo | FATHER 1676 DE 20 <sup>th</sup> ST | 2-13-34 |
|--------------------|------------------------------------|---------|

DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO

If no, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

| NAME | POST OFFICE ADDRESS<br>(Give street number, if any) | (1) POSITION (2) TEMPORARY OR NOT<br>(3) DEPARTMENT OR AGENCY IN WHICH<br>EMPLOYED | RELATION-<br>SHIP | MAR-<br>RIED<br>(Check one) | SINGLE |
|------|---|--|-------------------|-----------------------------|--------|
|      |   | 1. ....<br>2. ....<br>3. ....  |                   |                             |        |
|      |   | 1. ....<br>2. ....<br>3. ....  |                   |                             |        |
|      |   | 1. ....<br>2. ....<br>3. ....  |                   |                             |        |

| INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN  | YES | NO | ITEM NO. | 10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS<br>WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY |
|--|-----|----|----------|--|
| 5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?   | X   |    |          |  |
| 6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?   |     | X  |          |  |
| <i>If your answer is "Yes", give details in Item 10.</i>   |     |    |          |  |
| 7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY PENSION ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?  |     | X  |          |  |
| <i>If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service.</i>    |     |    |          |  |
| 8. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?   |     | X  |          |  |
| <i>If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.</i>  |     |    |          |  |
| 9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$5 OR LESS OR FOR WHICH YOU RECEIVED 15 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT?  |     | X  |          |  |
| <i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case if appointed, your fingerprints will be taken.</i> |     |    |          |  |

**INSTRUCTIONS TO APPOINTING OFFICER**

The appointing officer hereto whom the foregoing certificate is made shall determine to his own satisfaction that this appointment shall be in accordance with the Civil Service Act, applicable Civil Service Rules and Regulations and to all of Congress pertaining to appointment.

This form should be checked for holding of office, previous satisfactory examination with any record of record discharge, or arrest, and particularly for the following:

[illegible]

(3) Age - If definite age limits have been established for the permit, it should be determined that each child is not under the age range for assignment. Until such determinations are made, the assignments may not be recommended.

(3) Dissemination - The spreading of any information by the Government and the citizens of the United States and all (1) the Civil Service Bureau and (2) agencies and (3) from all constitutes an element in the work program and is a part of the work of the Government in the conduct of its affairs. In the event of any dissemination of information by the Government and the citizens of the United States and all (1) the Civil Service Bureau and (2) agencies and (3) from all constitutes an element in the work program and is a part of the work of the Government in the conduct of its affairs.

[illegible]

OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Eod: August 3, 1953

Under the Federal Bureau of Investigation performance rating plan, every new employee is given an entrance performance rating which will constitute his official rating until superseded by a subsequent official rating.

The official entrance rating for this employee is satisfactory.

AUG 7 1953

MEMORANDUM

RE: MR. JOSEPH S. PICCOLO

A character and fitness investigation including an appropriate loyalty check was conducted concerning this employee and he was found suitable for employment with this Bureau.

STANDARD FORM 50  
REV. APRIL 1951  
PREPARED BY:  
U.S. CIVIL SERVICE COMMISSION  
CHAPTER 51, FEDERAL PERSONNEL MANUAL

U. S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON 25, D. C.

FORM APPROVED  
BUDGET BUREAU NO. 50-100-10  
Prepared by: *ACB*  
Checked by:  
Filed by:

NOTIFICATION OF PERSONNEL ACTION

|   |  |   |  |                          |
|---|--|---|--|--------------------------|
| 1. NAME (MR., MRS., MISS, FIRST, MIDDLE INITIAL, LAST)<br><b>MR. JOSEPH B. PICCOLO</b>  |  | 2. DATE OF BIRTH<br><b>12-8-35</b>  | 3. JOURNAL & TELEPHONE NO.<br><b>F.B.I.<br/>2966</b>                         | 4. DATE<br><b>8-3-53</b> |
| 5. NATURE OF ACTION (SEE CHARTERED TERMINOLOGY)<br><b>EXCEPTED INDEFINITE APPOINTMENT</b>   |  | 6. EFFECTIVE DATE<br><b>EOD 8-3-53</b>  | 7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY<br><b>Schedule A Part 6.108(E)</b> |                          |
| 8. POSITION TITLE<br><b>File Clerk</b>  |  | 9. SERVICE, SERIES, SALARY GRADE<br><b>GS 2<br/>\$2750 per annum</b>                              |  |                          |
| 10. ORGANIZATIONAL DESIGNATION<br><b>Div. Four<br/>Files Section<br/>D. C.</b>  |  | 11. HEADQUARTERS  |  |                          |
| 12. FIELD OR DEPT'L<br><input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL                                       |  | 13. VETERAN'S PREFERENCE<br><input checked="" type="checkbox"/> YES <input type="checkbox"/> NO   |  |                          |
| 14. POSITION CLASSIFICATION ACTION<br><b>DJ#50-D-53<br/>Cecilia Shirley Miniok<br/>reassign GS 2 FBI#52-D-184<br/>off 6-23-53</b> |  | 15. LEGAL RESIDENCE<br><input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED<br>STATE: |  |                          |
| 16. SEX: <input checked="" type="checkbox"/> M <input type="checkbox"/> F   |  | 17. APPROPRIATION S. & E. FBI<br><b>same</b>  |  |                          |
| 18. SIGNATURE OF APPROVING OFFICIAL<br><i>J. E. Hoover</i><br>DIRECTOR, F. B. I.  |  | 19. SIGNATURE OF OTHER AUTHENTICATING OFFICIAL  |  |                          |

REMARKS:  
The provisions of the Universal Military Training and Service Act of 1951 have been complied with.  
The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 c Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51.  
This appointment is a temporary, indefinite appointment, pursuant to the provisions of Public Law #843, approved 9-27-50.

**8 - AUG 24 1953**

1. PERSONNEL FILE

U. S. GOVERNMENT PRINTING OFFICE: 1951 - 250000

FD-140  
(9-10-81)

0114 May 23 1952

DIRECTOR:  
Federal Bureau of Investigation  
United States Department of Justice  
Washington, D. C.

SIR:  
I hereby make application for employment by the Federal Bureau of Investigation, United States Department of Justice in the position indicated by a check mark and for your use in connection therewith I submit the following information.

- |                                     |                             |                              |
|-------------------------------------|-----------------------------|------------------------------|
| <input type="checkbox"/>            | Special Agent (Law Trained) |                              |
| <input type="checkbox"/>            | Special Agent (Accountant)  |                              |
| <input type="checkbox"/>            | Stenographer                |                              |
| <input type="checkbox"/>            | Typist                      |                              |
| <input checked="" type="checkbox"/> | Clerk                       | (Check position applied for) |
| <input type="checkbox"/>            | Translator *                |                              |
| <input type="checkbox"/>            | Radio Operator *            |                              |
| <input type="checkbox"/>            | Laboratory Technician *     |                              |

**NOTICE:** Application **MUST** be typewritten or clearly printed. All questions **MUST** be answered. If a question is not applicable so state. Applications which are not complete and legible will not be considered. If space provided is not sufficient for complete answers, or you wish to furnish additional information, attach sheets of the same size as this application, and number answers to correspond with questions.

1. Name in Full: Piccolo, Joseph Stephen  
Family Name Given Name Middle Name

a) List all other names you have used including nicknames, and maiden name of female applicants.

7. Present Residence Address: H.E. 20th St. Ft Lauderdale, Fla. 1638-6 res. telephone 33324

Street City State

3. Address to which you wish mail or telegram sent: 1636 N.E. 22<sup>nd</sup> St. Ft. Lauderdale, Fla. Box none  
Street City Zone No. State

4. Height 5'11" 5. Weight 126 6. Date of Birth 8 Dec 1935 7. Place of Birth Yonkers N.Y.  
Day Month Year City State

8. Are you a U.S. citizen? yes. If not born in U.S. give date of entry none a) Place of entry none

10. Are you naturalized? no 11. Date none 12. Place none 13. Court none

14. Describe any physical defects or disabilities you have, including extent of defective vision, if any, with and without glasses (Snellen) and deficiencies in color vision and hearing. none

15. If appointed as a Special Agent, are you willing and prepared to accept assignment or transfer to any part of the United States or its territorial possessions, for either temporary or permanent durations: H.A. a) if appointed to other positions, will you accept assignment anywhere in the United States or its territorial possessions: No b) if not, specify where you will accept assignment: Washington D. C.

16. If appointed as a Special Agent, or to other positions for assignment in Washington, D.C. are you willing to proceed to Washington, D.C. at your own expense, upon 30 days notice? yes a) if yes, what is the minimum notice you will accept? 30 days 17. What is the least entrance salary you will accept? \$ 2750

18. Are you now employed by an agency of the Federal Government? no a) Have you been so employed within the past 90 days? no b) Name of Agency none c) Location none

19. Have you ever before applied for employment with the Federal Bureau of Investigation? no a) Date none  
b) where did you apply? none

| 20. EDUCATION | NAME OF SCHOOL | LOCATION | FROM | TO | COURSE<br>DESCRIBE | CREDITS OR<br>DIPLOMA RECEIVED |
|---------------|----------------|----------|------|----|--------------------|--------------------------------|
|               |                |          |      |    |                    |                                |

|                    |  |  |              |              |                      |          |
|--------------------|--|--|--------------|--------------|----------------------|----------|
| HIGH SCHOOL        | ✓ St. Anthony's<br>Central<br>Catholic | Ft Lauderdale Fla.<br>Ft Lauderdale Fla. | 1949<br>1952 | 1952<br>1953 | Academic<br>Academic | Graduate |
| COLLEGE            | none                                   | none                                     | none         | none         | none                 | none     |
| GRADUATE<br>SCHOOL | none                                   | none                                     | none         | none         | none                 | none     |
| MISCELLANEOUS      | none                                   | none                                     | none         | none         | none                 | none     |

[illegible]

22. 8. 1944 1303

Applicants for these positions must attach a complete record of their industrial qualifications, a resume prepared, and a detailed description of their experience in the specific work for which application is being made. Separate statements describing secondary qualifications for these positions will be furnished upon request.



23. If you have ever used any names other than your true name, during what period, and under what circumstances, were these names used? none

24. Have you ever legally changed your name? no 25. Date: none a) Place none b) Court none

26. Where do you consider your legal residence? Ft. Lauderdale Broward Florida  
(City) (County) (State)

27. EMPLOYMENT: (List chronologically ALL employments, including summer and part-time employment)

| NAME AND ADDRESS OF EMPLOYER                   | FROM        | TO             | ANNUAL SALARY | POSITION AND KIND OF WORK |                   |                       |
|--|-------------|----------------|---------------|---------------------------|-------------------|-----------------------|
| a) Name <u>Joseph Piccolo</u><br>Address _____ | <u>1949</u> | <u>present</u> | <u>\$500</u>  | <u>teaching</u>           | <u>J. Piccolo</u> | <u>still employed</u> |
| b) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |
| c) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |
| d) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |
| e) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |
| f) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |
| g) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |
| h) Name _____<br>Address _____                 |             |                |               |                           |                   |                       |

28. MILITARY RECORD:

a) Have you ever served in the Armed Forces of the United States? no b) Branch none  
c) Dates of Service none d) Type of Discharge none  
e) Serial Number none f) Basis for Discharge none  
g) Are you registered for Selective Service? no h) Local Board No. none i) City none  
j) Do you claim Veteran's Preference? no k) Basis for claim none

29. Have you ever served in the Armed Forces of a foreign country? no a) Dates none  
b) Country none c) Branch none d) Circumstances none

30. Have you ever visited or resided in any foreign country (except for travel in the Armed Forces of the U.S.)? no  
a) Date passport issued none b) Place issued none

| COUNTRIES VISITED | FROM        | TO          | REASON FOR TRAVEL |
|-------------------|-------------|-------------|-------------------|
| <u>none</u>       | <u>none</u> | <u>none</u> | <u>none</u>       |

31. List any close relatives, including in-laws, now residing outside the United States (except those in the Armed Forces of the U.S.)

| NAME        | RELATION    | AGE | CITY        | COUNTRY     | CITIZEN OF WHAT COUNTRY |
|-------------|-------------|-----|-------------|-------------|-------------------------|
| <u>none</u> | <u>none</u> |     | <u>none</u> | <u>none</u> | <u>none</u>             |

Write "YES" or "NO" in the appropriate column. If the answers to any of the following questions are "YES" you MUST give full details, using additional sheets if necessary, and numbering answers to correspond with questions.

|  | YES | NO |
|--|-----|----|
| 32. Have you had any serious illnesses or operations in the past 5 years? _____  |     | no |
| a) If so, describe and give dates: _____   |     |    |
| b) Were you hospitalized? _____  |     | no |
| Dates: _____ Hospital: _____ Location: _____   |     |    |
| c) How many days' work have you lost in the past 5 years due to illness? _____   |     |    |
| d) Do you have any service disability? _____   |     | no |
| e) Percentage: _____ f) Nature of disability? _____  |     |    |
| 33. Do you have any sources of income other than your salary? _____  |     | no |
| a) What are they? _____ b) Total amount of such income \$ _____  |     |    |
| 34. Has your credit record ever been considered unsatisfactory, or have you ever been refused credit? _____  |     | no |
| a) If so, give dates, places, names of creditors and circumstances _____   |     |    |
| 35. Are you now indebted to anyone? _____  |     | no |
| a) Name: _____ Address: _____ Amount: _____  |     |    |
| 36. Have you ever been arrested (include traffic violations, but not parking tickets)? _____   | yes |    |
| DATE PLACE CHARGE DISPOSITION DETAILS  |     |    |
| Jan 8, 1953 Ft. Lauderdale speeding fined \$18.00  |     |    |
| 37. Has any member of your immediate family or close relative (including in-laws) ever been arrested for other than traffic violations? _____  |     | no |
| NAME RELATION DATE PLACE CHARGE DISPOSITION  |     |    |
| 38. Were you ever dismissed from a school, or was any disciplinary action, including scholastic probation, ever taken against you, during your scholastic career? _____  |     | no |
| School: _____ Date: _____ Type of Action: _____  |     |    |
| 39. Have you ever been dismissed or asked to resign from any employment or position you have held? _____   |     | no |
| Employer's name: _____ Date: _____ Reasons: _____  |     |    |
| 40. Have you ever been a defendant in a court action? _____  | yes |    |
| (If so, give date, place, court, names of parties involved, nature of action, and final disposition)   |     |    |
| Attached sheet   |     |    |
| 41. Are you now, or have you ever been, a member of the Communist Party, U.S.A. or any Communist organization? _____   |     | no |
| 42. Are you now, or have you ever been, a member of a Fascist organization? _____  |     | no |
| 43. Are you now, or have you ever been, a member of any organization, association, movement, group, or combination of persons which advocates the overthrow of our constitutional form of government, or which has adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or of seeking to alter the form of government of the United States by unconstitutional means? _____ |     | no |

# 42. REFERENCES

Give three personal references (not relatives, former employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, business or professional men or women including your family physician if you have one, who have known you well during the past 5 years.

| NAME                 | RESIDENCE ADDRESS          | BUSINESS ADDRESS                          | NO. OF YEARS ACQUAINTED |
|----------------------|----------------------------|---|-------------------------|
| a) Paul F. Cocks     | 3025 N.E. Centor Ave. City | 7900 Harbor Island, Miami Beach, Fla.     | 3 years                 |
| b) Dr. F.C. Heberman | 420 N.E. 9th Ave. City     | 116 Broward Blvd. Ft. Lauderdale, Fla.    | 4 years                 |
| c) Harry F. Kestner  | 205 N.E. 1st street City   | 2000 E Sunrise Blvd. Ft. Lauderdale, Fla. | 2 years                 |

43. List the names of any of your relatives who are now employed by the Federal Government

| NAME                  | RELATION | AGENCY BY WHICH EMPLOYED | LOCATION      |
|-----------------------|----------|--------------------------|---------------|
| a) Frances Carpinelli | Daughter | Veterans Administration  | New York City |
| b)                    |          |                          |               |
| c)                    |          |                          |               |

44. List names in FULL of any friends or acquaintances who are now employed in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.

| NAME IN FULL | LOCATION | LENGTH OF ACQUAINTANCE |
|--------------|----------|------------------------|
| a) none      | none     | none                   |
| b)           |          |                        |
| c)           |          |                        |

45. List chronologically ALL of your residences for the past 10 years

| FROM      | TO   | STREET                | APT. NO. | CITY               | STATE |
|-----------|------|-----------------------|----------|--------------------|-------|
| ✓ a) 1943 | 1945 | 658 Main Street       | none     | Dalton             | Mass. |
| ✓ b) 1945 | 1948 | 676 East Street       | none     | Pittsfield         | Mass. |
| ✓ c) 1948 | 1950 | 1100 N.E. 7th Ave.    | none     | Ft Lauderdale Fla. | Fla.  |
| ✓ d) 1950 | 1951 | 507 N.E. 11th Ave.    | none     | Ft. Lauderdale     | Fla.  |
| ✓ e) 1951 | 1953 | 1535 N.E. 23th street | none     | Ft Lauderdale      | Fla.  |
| f)        |      |                       |          |                    |       |
| g)        |      |                       |          |                    |       |
| h)        |      |                       |          |                    |       |
| i)        |      |                       |          |                    |       |
| j)        |      |                       |          |                    |       |
| k)        |      |                       |          |                    |       |
| l)        |      |                       |          |                    |       |

48. Are you single, married, widowed, separated or divorced? single

a) If divorced, give date of divorce none Place none Court none

49. Maiden name of wife or husband's full name: none

a) Occupation none Employer's name and address: none

b) wife's or husband's present address: none

c) Birthplace: none d) Date of Birth none e) Is he or she a U.S. citizen? none

f) Date of naturalization none g) Place none h) Court none

50. NAMES OF CHILDREN none AGE

NOTE: If you have been married more than once, give the above information concerning each former husband or wife, even though a relative is deceased, give all information requested, and indicate last residence and year of death. Include step-brothers and sisters, and if you or your wife or husband have step-parents, legal guardians, or others who have raised you instead of your parents the requested information should be furnished concerning them as well as your real parents:

RELATIVES

|  | FULL NAME          | ADDRESS               | AGE | PLACE OF BIRTH    | OCCUPATION         | DATE & PLACE OF NATURALIZATION |
|--|--------------------|-----------------------|-----|-------------------|--------------------|--------------------------------|
| 51. FATHER                                       | Joseph Piccolo     | 1636 N.E. 20th Street | 48  | Naples, Italy     | driving instructor | Pittsfield Mass.               |
| 52. MOTHER                                       | Irene Anna Piccolo | 1636 N.E. 20th Street | 44  | Yonkers N.Y.      | housewife          | none                           |
| 53. BROTHERS AND SISTERS                         |                    |                       |     | Pittsfield        |                    |                                |
| a)   | Francis Donald     | same                  | 11  | MASS.             | student            | none                           |
| b)   | Louis Brian        | same                  | 9   | Pittsfield, Mass. | student            | none                           |
| c)   |                    |                       |     |                   |                    |                                |
| 54. WIVES OR HUSBANDS OF BROTHERS OR SISTERS     |                    |                       |     |                   |                    |                                |
| a)   | none               | none                  |     | none              | none               | none                           |
| b)   |                    |                       |     |                   |                    |                                |
| c)   |                    |                       |     |                   |                    |                                |
| 55. FATHER-IN-LAW                                |                    | none                  |     | none              | none               | none                           |
| 56. MOTHER-IN-LAW                                |                    | none                  |     | none              | none               | none                           |
| 57. BROTHERS AND SISTERS OF YOUR HUSBAND OR WIFE |                    | none                  |     | none              | none               | none                           |
| a)   |                    | none                  |     | none              | none               | none                           |
| b)   |                    |                       |     |                   |                    |                                |
| c)   |                    |                       |     |                   |                    |                                |
| d)   |                    |                       |     |                   |                    |                                |
| 58. OTHERS (indicate relation - see note above)  |                    |                       |     |                   |                    |                                |
| a)   |                    | none                  |     | none              | none               | none                           |
| b)   |                    |                       |     |                   |                    |                                |
| c)   |                    |                       |     |                   |                    |                                |

50. List all clubs, societies or organizations of which you are a member

a) Jewell-Cavitan Club Location Ft. Lauderdale  
b) \_\_\_\_\_ Location \_\_\_\_\_  
c) \_\_\_\_\_ Location \_\_\_\_\_  
d) \_\_\_\_\_ Location \_\_\_\_\_

| 60. Foreign languages | Speak       | understand  | read        | write       |
|-----------------------|-------------|-------------|-------------|-------------|
| a) <u>none</u>        | <u>none</u> | <u>none</u> | <u>none</u> | <u>none</u> |
| b)                    |             |             |             |             |
| c)                    |             |             |             |             |

Indicate your proficiency in each phase of each language as "slight" "good" "fluent"

61. List any special abilities you have, or avocations at which you are proficient with degree of proficiency.

Ability at public speaking. Ability to hold chauffeurs license.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Attach photograph here  
securely with paste,  
tape or staples

Attach an unmounted full face photograph of yourself,  
not larger than 2 3/4 x 2 1/2 inches. Print your name  
plainly on the back of the photograph. The photograph  
must have been taken not more than 3 months prior to the  
date of this application.  
NO APPOINTIVE CONSIDERATION WILL BE AFFORDED ANY AP-  
PLICANT UNLESS SUCH A PHOTOGRAPH IS FURNISHED.

I understand that all appointments are probationary for a period of one  
year, during which time the employee must demonstrate his fitness for continued  
employment by the Federal Bureau of Investigation. I also understand that any  
appointment tendered me will be contingent upon the results of a complete character  
and fitness investigation, and I am aware that willfully withholding information  
or making false statements on this application will be the basis for dismissal from  
the service. I agree to these conditions, and I hereby certify that all statements  
made by me on this application are true and complete, to the best of my knowledge.

Respectfully,

[Signature]  
(Signature of the applicant as usually written)

Question #40.

Jan. 10, 1953, Ft Lauderdale, Fla, Traffic court, Joseph Piccolo-City of Ft  
Lauderdale, Fla. Traffic violation, Fined \$ 10.00.

